

BEFORE THE ARBITRATOR

In the Matter of:

STATE OF OHIO, DEPARTMENT  
OF REHABILITATION AND  
CORRECTION

Grievance ~~86-30~~  
(Combined)

G 87-0716  
G 87-0781

and

OHIO CIVIL SERVICE EMPLOYEES  
ASSOCIATION, LOCAL 11, AFSMCE

AWARD

The Arbitrator finds that the conduct of Officer Richard Gaffney on both November 11, 1986, which is the subject of a two (2) day suspension, and December 3 and 5, 1986, which is the subject of a five (5) day suspension, was substantially as set forth in the Incident Reports of those days; and that, therefore, the penalties are justified.

However, in view of the fact that the penalties were imposed so closely together, it is possible that the grievant was not aware of the full impact of his earlier conduct (for progressive discipline purposes) when he committed the second offense. I will combine the two (2) day suspension and five (5) day suspension into one five (5) day suspension for the purposes of the employee's record. Therefore, the employee is entitled to two (2) days' pay if the suspensions have

been served. This reduction of the penalties is not intended in any way to mitigate the seriousness of the grievant's conduct, which this Arbitrator finds to be totally unacceptable.

  
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JONAS B. KATZ, Arbitrator

Issued at Cincinnati, Hamilton County,  
Ohio, this 24th day of July, 1987.