

ARBITRATION
BENCH DECISION AND AWARD

Arbitrator: James Klein

State of Ohio

Grievance No. G87-1037

Department ODOT

Grievant Deborah S. Bennett

Union OCSEA/AFSCME

Date of Hearing 11/13/87

Issue(s): Was the grievant suspended for just cause?

If not, what should the remedy be?

Appearances:

For the Employer: (Advocate) Ed Morales

For the Union: (Advocate) Lois Haynes

AWARD: On February 11, 1987, at approximately 11:45 a.m., the
grievant went home because of illness. At that time, her
immediate supervisor was absent, and she left a note
indicating her departure on his desk. She did not
request permission to leave from any other management
personnel. Grievant was suspended for three days for
violating the contract and the employer rules. The
arbitrator finds that the grievant was in violation of the
employer rules, but also finds that the suspension shall
be reduced to one day because of insufficient prior
reprimands required by the employer rules. The employer
shall reduce the discipline to a one day suspension, and
shall change the grievant's personnel file to reflect the
reduction.

Issued at TOLEDO, OHIO

James M. Klein
Arbitrator's Signature

11-16-87

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ARBITRATION
BENCH DECISION AND AWARD

Arbitrator: James Klein

State of Ohio
Department ODOT
Union OCSEA/AFSCME
Grievance No. G87-0305
Grievant Jeffrey Brenneman
Date of Hearing 11/13/87

Issue(s): Was the grievant suspended for just cause?

If not, what should the remedy be?

Appearances:

For the Employer: (Advocate) Ed Morales

For the Union: (Advocate) Bob Rowland

AWARD: The Grievant received a five day suspension for
distributing political material at the workplace in
violation of the collective bargaining agreement, state
law, and the employer rules. The grievance is denied
and the five day suspension is upheld.

Issued at TOLEDO, OHIO

11/16/87

James M. Klein
Arbitrator's Signature

ARBITRATION
BENCH DECISION AND AWARD

Arbitrator: James Klein

State of Ohio

Grievance No. G87-0445

Department ODOT

Grievant Russell Reynolds

Union OCSEA/AFSCME

Date of Hearing 11/13/87

Issue(s): Was the grievant suspended for just cause?

If not, what should the remedy be?

Appearances:

For the Employer: (Advocate) Ed Morales

For the Union: (Advocate) Bob Rowland

AWARD: The grievant received a five day suspension for
distributing political material at the workplace in
violation of the collective bargaining agreement, state
law, and the employer rules. The grievance is denied and
the five day suspension is upheld.

Issued at Toledo, OH

James M. Klein
Arbitrator's Signature

11-16-87