

ARBITRATION
BENCH DECISION AND AWARDArbitrator: JERRY A. FULLMER

State of Ohio

Grievance No. 3387-DB-000T

Department

TRANSPORTATIONGrievant CRAIG HARDING

Union

OCSFA, LOCAL 11 ③Date of Hearing 11/17/87

Issue(s):

JUST CAUSE, 1 DAYSUSPENSION

Appearances:

For the Employer: (Advocate) TIM WAGNERFor the Union: (Advocate) BRENDA PERSINGER

AWARD: GRIEVANT ADMITTED HE WAS TOLD NOT TO USE TORCH ON TANK, SO A DISCIPLINARY OFFENSE TOOK PLACE ON 11/10/86. PENALTY REDUCED TO WRITTEN REPRIMAND DUE TO SOME CONTRIBUTORY ACTIONS BY MANAGEMENT IN NOT POSTING SIGNS AT TANK AND NOT REMOVING TORCHES FROM DISTRIBUTOR. GRIEVANT TO OBTAIN ONE DAY BACK PAY FOR SUSPENSION.

Issued at

AKRON OH11/17/87Jerry A. Fullmer
Arbitrator's Signature

ARBITRATION
BENCH DECISION AND AWARDArbitrator: JEFF A. FULLMER

State of Ohio

Grievance No. 87-1748Department TRANSPORTATIONGrievant Peter PujioUnion OCSIA, LOCAL 11
AFSMEDate of Hearing 11/17/87

Issue(s):

JUST CAUSE OF 4/16/87 WAITING
REPRIMAND.

Appearances:

For the Employer: (Advocate)

TIM WAGNER

For the Union:

(Advocate)

JOHN HALL

AWARD: GRIEVANT DID NOT ATTEND HEARING
BECAUSE OF MEDICAL APPOINTMENT. TESTIMONY
OF TWO STATE WITNESSES CREDITED THAT
11/30/87 - 4/1/87 SUFFICIENT TO COMPLETE
ASSIGNMENT. ON WEIGHT OF EVIDENCE
BEFORE THIS ARBITRATOR ON 11/17/87,
GRIEVANCE DENIED.

BECAUSE OF GRIEVANT'S ABSENCE,
CAUTION SHOULD BE TAKEN THAT
DECISION IS NON OR WEAK PRECEDENT
IN ANY FUTURE CASES.

Issued at

AKRON, OH

Date

11/17/87

Arbitrator's Signature

J. A. Fullmer