

BEFORE THE ARBITRATOR

In the Matter of:

STATE OF OHIO

Grievance # 27-07 (2/16/88)  
(Michael Ward)

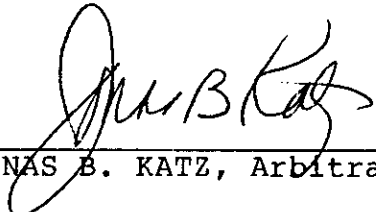
and

OHIO CIVIL SERVICE  
EMPLOYEES ASSOCIATION  
LOCAL 11, A.F.S.C.M.E.  
AFL-CIO

The Arbitrator finds that the evidence establishes that the grievant did give an inmate a \$5 bill to transport same to another corrections officer. This constitutes a violation of the Rules of Conduct and the suspension of five (5) days for such conduct was reasonable.

AWARD

The grievance is denied.

  
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JONAS B. KATZ, Arbitrator

March 30, 1989

BEFORE THE ARBITRATOR

In the Matter of:

STATE OF OHIO

Grievance G87-2393  
(Tamara Hurt)

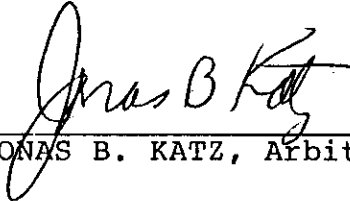
and

OHIO CIVIL SERVICE  
EMPLOYEES ASSOCIATION  
LOCAL 11, A.F.S.C.M.E.  
AFL-CIO

The Arbitrator finds that there was ample evidence that the grievant was sleeping on duty in her post at the sallyport on August 11, 1987. The Arbitrator finds that the five (5) day suspension for this violation is not unreasonable.

AWARD

The grievance is denied.

  
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JONAS B. KATZ, Arbitrator

March 30, 1989

BEFORE THE ARBITRATOR

In the Matter of:

STATE OF OHIO

Grievance G86-0189  
(Patrick Hill)

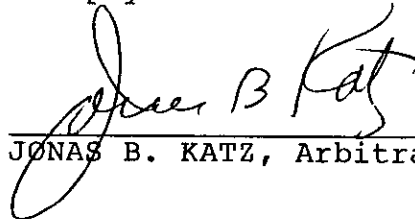
and

OHIO CIVIL SERVICE  
EMPLOYEES ASSOCIATION  
LOCAL 11, A.F.S.C.M.E.  
AFL-CIO

It is the Arbitrator's belief, with the concurrence of the parties, that the five (5) day suspension should be reduced to a three (3) day suspension.

AWARD

The grievance is sustained in part. Grievant's five (5) day suspension is reduced to three (3) days. Grievant is to receive two (2) days' backpay.

  
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JONAS B. KATZ, Arbitrator

March 30, 1989

BEFORE THE ARBITRATOR

In the Matter of:

STATE OF OHIO

Grievance #G87-1235  
(James Reed/Arthur Scholl)

and


OHIO CIVIL SERVICE  
EMPLOYEES ASSOCIATION  
LOCAL 11, A.F.S.C.M.E.  
AFL-CIO

The Arbitrator finds, and indeed the grievants admit, that they were engaged in horseplay and/or disorderly conduct in violation of Rules 10 and 11 of the Standards of Employee Conduct of the Ohio Department of Rehabilitation and Correction. The grievants were also charged with violation of Rule 19, "any act of discrimination or insult on the basis of race". I find that there is not evidence that the employees engaged in any conduct which could be perceived as racial or that their conduct was racially motivated. Accordingly, I find that the grievants did not violate Rule 19.

AWARD

The grievance is sustained in part and denied in part. The grievants' five (5) day suspension is reduced to a three (3) day suspension in accordance with the aforementioned

Standards of Employee Conduct. The grievants are awarded two (2) days' backpay.

  
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JONAS B. KATZ, Arbitrator

March 30, 1989