

ARBITRATION
BENCH DECISION AND AWARD

Arbitrator: Graig Allen

State of Ohio

Grievance No. 02-01-89-06-2118004

Department ODAS

Grievant Robert Dunn, Jr.

Union OSSEA/AFSCME Local 11

Date of Hearing April 24, 1990

Issue(s): Was the discipline imposed for just
cause

3-Day, Incompetence

Appearances:

For the Employer: (Advocate) Ellen Flowers

For the Union: (Advocate) allene Bech

AWARD: I deny the grievance. Rule 5(d) refers to
not leaving material without a signature which
supports testimony of having receipt check
delivery. While the testimony is in dispute concerning
the instructions to the grievant, an 8 year
employee should be aware of the records importance
the availability of copies is important but the
originals with their hand written material are
irreplaceable. I find just cause for the
discipline as the grievant failed to deny the direct
testimony of one Arnold as to the "walk
through."

Issued at AFSCME Bldg
Watermark Drive
Columbus, Ohio

Graig Allen
Arbitrator's Signature