

STATE OF OHIO
OFFICE OF COLLECTIVE BARGAINING

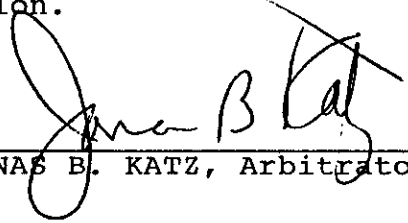
OHIO DEPARTMENT OF MENTAL
RETARDATION AND DEVELOPMENTAL
DISABILITIES (Southwest Center)

and
AFSCME LOCAL 11

Grievances of:
Nancy Osman
Judy Costigan
Carol Wolfe

It is the Arbitrator's opinion that the grievants were mandated, notwithstanding the fact they refused to hear the mandate. Therefore, the respective penalties are sustained and the grievances relating thereto are denied.

In respect to the issue of mandating employees to work overtime, it is the Arbitrator's belief that the Agency should make every effort to assure that mandating is in accordance with the collective bargaining agreement. In that respect, the Southwest Center and the Union are to work together so that improper mandating is held to a minimum. The Arbitrator retains jurisdiction.



JONAS B. KATZ, Arbitrator

Dated June 20, 1990

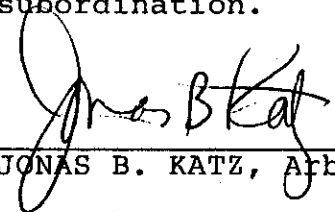
20 JUN 21 1990

STATE OF OHIO
OFFICE OF COLLECTIVE BARGAINING

OHIO DEPARTMENT OF
TRANSPORTATION (Hamilton
County)

and Grievance of Reginald McGruder
AFSCME LOCAL 11

The grievance is denied. The Arbitrator is satisfied that the phone call in question was not received until 8:10 a.m. Accordingly the one day suspension is upheld for not calling in. To the extent that the grievant may have been accused of insubordination in this instance, the grievance is granted as to the charge of insubordination.



JONAS B. KATZ, Arbitrator

Dated June 20, 1990

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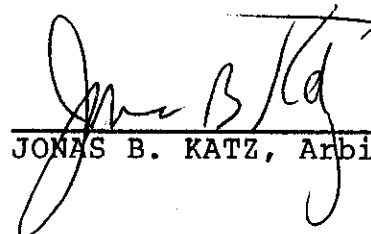
OHIO DEPARTMENT OF
TRANSPORTATION (Clermont
County)

and

Grievance of Darryl Kinser

AFSCME LOCAL 11

The grievant failed to appear. The grievance is denied.



JONAS B. KATZ, Arbitrator

Dated June 20, 1990

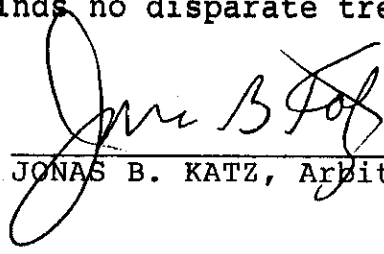
STATE OF OHIO
OFFICE OF COLLECTIVE BARGAINING

OHIO DEPARTMENT OF
TRANSPORTATION (Clermont
County)

and
AFSCME LOCAL 11

Grievance of
Richard Shatzman

The ten (10) day suspension of the grievant, Richard W. Shatzman, for lateness was reasonable. The grievance is denied since the Arbitrator finds no disparate treatment.



JONAS B. KATZ, Arbitrator

Dated June 20, 1990