

ARBITRATION
BENCH DECISION AND AWARD

531 E4

Arbitrator: Craig Allen

State of Ohio

Grievance No. 1600071898740189

Department Human Services

Grievant Christina Simpson

Union ICSEA

Date of Hearing 12/7/19

Issue(s): Was discipline for just cause?

Appearances:

For the Employer: (Advocate) Rosca Cox
VARON LONG - WITNESS

For the Union: (Advocate) John Fisher
C. Simpson

AWARD: I deny the grievance. I find the employer has been fair to the grievant and the discipline is progressive. The continuation of the conduct after the earlier reprimands shows no effort by the grievant to correct her behaviour. While it is unfortunate her son was ill she is in no different position than other employed adults. The employers payment of sick leave shows their fairness and is not an admission of guilt in this case.

Issued at ICB
Columbus, Ohio

Craig Allen
Arbitrator's Signature

ARBITRATION
BENCH DECISION AND AWARD

Arbitrator: Craig Allen

State of Ohio

Grievance No. 1600060190560107

Department Hannon Swearing

Grievant Janet Hartley

Union OCSEA

Date of Hearing 12/20/90

Issue(s): Was suspension for just cause?

Appearances:

For the Employer: (Advocate) Roger Cox

WITNESSES: BELL, BOYLE

For the Union: (Advocate) John Fisher

witness Hartley

AWARD: I find there was just cause for discipline but the discipline was not progressive. I uphold the grievance in part and reduce to a written reprimand while I find that grievant committed the offense, she is a long term employee and the discipline must be progressive

Issued at OCB
Columbus, Ohio

Craig Allen
Arbitrator's Signature