

ARBITRATION SUMMARY AND AWARD LOG

OCB AWARD NUMBER: 540 EX

OCB GRIEVANCE NUMBER:           1) 35-07-900221-0008-01-03  
                                  2) 35-07-900718-0015-01-03  
                          3) 35-07-900727-0016-01-03;   4) 35-07-900118-0002-01-03

GRIEVANT NAME:           1) GASMIRE, KEN   2 & 3) MEADOWS, JAMES  
                                  4) STUDER, TIM J.

UNION:       OCSEA/AFSCME

DEPARTMENT:       DEPARTMENT OF YOUTH SERVICES

ARBITRATOR:       IMUNDO, LOUIS

MANAGEMENT ADVOCATE:       RAHR, BRAD

2ND CHAIR:       COE, ROGER

UNION ADVOCATE:       STEVENSON, RON

ARBITRATION DATE:       JANUARY 15, 1991

DECISION DATE:       JANUARY 15, 1991

DECISION:       SEE BELOW

CONTRACT SECTIONS  
AND/OR ISSUES:       DISCIPLINARY SUSPENSIONS

HOLDING:       1) DENIED   2) DENIED   3) GRANTED   4) MODIFIED

ARB COST:       \$319.13

ARBITRATION  
BENCH DECISION AND AWARD

Arbitrator: Louis V. Imundo

State of Ohio  
Department OHIO DEPT OF YOUTH SERVICES  
Union USSEA  
Grievance No. 35-07-(90-02-21)-008-01-03  
Grievant KEN ZASMIRE  
Date of Hearing 1-15-91  
Issue(s): DISCIPLINE - 3 DAY SUSPENSION

Appearances:

For the Employer: (Advocate) BRADLEY E. RAHR  
ROGER A COE

For the Union: (Advocate) RON STEVENSON

AWARD: MANAGEMENT HAD JUST CAUSE TO DISCIPLINE  
THE GRIEVANT UNDER B-19 RULE NO 14.  
NO EVIDENCE OF DISPARATE TREATMENT CONSIDERING  
SEVERITY OF RULE INFRACTION AND GRIEVANT'S HISTORY  
3 DAY SUSPENSION WAS PROPER.

Issued at COLUMBUS OHIO

Date 1-15-91

Louis V. Imundo  
Arbitrator's Signature

ARBITRATION  
BENCH DECISION AND AWARD

540 EP

Arbitrator: Louis V. Jankowski

State of Ohio

Grievance No. 35-07-(10-07) 48-02, 5-21-91

Department OHIO DEPT. OF YOUTH SERVICES

Grievant JAMES MEADOWS

Union OSERA

Date of Hearing 1-15-91

Issue(s): DISCIPLINE - ~~3~~<sup>10</sup> day susp

Appearances:

For the Employer: (Advocate) BRADLEY E. ROHR  
ROGER A COE

For the Union: (Advocate) RON STEVENSON

AWARD: GRIEVANT DID NOT HAVE COMPELLING REASONS  
FOR SUSP-D ABSENCE WHICH PRECIPITATED DISCIPLINARY  
ACTION. MANAGEMENT HAD JUST CAUSE TO DISCIPLINE  
GRIEVANT

Issued at COLUMBUS OHIO

Louis V. Jankowski  
Arbitrator's Signature

1-15-91  
Date

ARBITRATION  
BENCH DECISION AND AWARD

Arbitrator: \_\_\_\_\_

State of Ohio

Grievance No. 35-07-(90-07-27)-0016-01-03

Department OHIO DEPT OF YOUTH SERVICES

Grievant JAMES MCDONNELL

Union OSCA

Date of Hearing 1-15-91

Issue(s): DISCIPLINE - 5 DAY SUSPENSION

Appearances:

For the Employer: (Advocate) BRADLEY E. PAIR  
BRUCE BROWN

For the Union: (Advocate) RON STEVENSON

AWARD: EMPLOYER FAILED TO ESTABLISH JUST CAUSE PRIMARILY  
BECAUSE ACCUSED WAS NOT PRESENT TO SUPPORT  
ALLEGATIONS. M. ONLY WITNESS WAS SECONDARY SOURCE  
NO DISCIPLINE WAS APPROPRIATE. DISCIPLINE IS TO  
BE REMOVED FROM GRIEVANT'S RECORD. HE IS TO BE  
PAID FOR WAGES NOT DUE TO FIVE DAY SUSPENSION

Issued at COLUMBUS OHIO

1-15-91  
Date

[Signature]  
Arbitrator's Signature

540 ex

ARBITRATION  
BENCH DECISION AND AWARD

Arbitrator: Louis V. Imundo

State of Ohio

Grievance No. 35-22-(92-21 18) -0022-01-03

Department OHIO DEPT OF HUMAN SERVICES

Grievant TIM J STUBER

Union OCSEA

Date of Hearing 1-15-91

Issue(s): DISCIPLINE - 30 DAY SUSPENSION

Appearances:

For the Employer: (Advocate) ADRIAN E. POINTE  
ROGER A COO

For the Union: (Advocate) RON STEVENSON

AWARD: MANAGEMENT HAS JUST CAUSE TO DISCIPLINE  
DISCIPLINE WAS TOO SEVERE FOR FIRST OFFENSE,  
IS REDUCED TO 15 DAY SUSPENSION

Issued at COLUMBUS OHIO

L. V. Imundo  
Arbitrator's Signature

1-15-91  
Date