

ARBITRATION SUMMARY AND AWARD LOG

OCB AWARD NUMBER: 620 EX

OCB GRIEVANCE NUMBER: 10-03-900307-0025-01-03

GRIEVANT NAME: GEHRES, JOSEPH

UNION: OCSEA/ASFCME

DEPARTMENT: EDUCATION/SCHOOL FOR THE BLIND

ARBITRATOR: LOVE, ANDREW

MANAGEMENT ADVOCATE: TOTH, STEVE

2ND CHAIR: SAMPSON, RODNEY

UNION ADVOCATE: STEELE, ROBERT

ARBITRATION DATE: JUNE 26, 1991

DECISION DATE: JUNE 26, 1991

DECISION: MODIFIED

CONTRACT SECTIONS  
AND/OR ISSUES: 5 DAY SUSPENSION FOR IMPROPER CONDUCT

HOLDING: SUSPENSION OF 3 DAYS, NOT 5 DAYS, IS COMMENSURATE WITH  
OFFENSE OF IMPROPER CONDUCT. EVIDENCE DENYING THE  
GRIEVANCE WAS FACTUALLY PRESENTED. GRIEVANT AWARDED 2  
DAYS BACK PAY.

ARB COST: \$200.00

Arbitrator: Andrew Love

State of Ohio

Grievance No. 10-03-(307-9a)-25-01-03

Department Ohio State School for the Blind

Grievant Joe Gehres

Union OCSEA/AFSCME

Date of Hearing 6-26-91

Issue(s): Was the grievant suspended for 5 days w/o just cause?  
If so, what is the remedy?

Appearances:

For the Employer: (Advocate) Steve Tath

For the Union: (Advocate) <sup>Robert</sup> ~~Tom~~ Steele

AWARD: Grievance is denied; suspension of 3 days, and not 5 days, is commensurate with offense of improper conduct. This takes into account the grievant's lack of any prior disciplines and the ~~the~~ concern of management re: the safety of the students. The evidence denying the grievance was factually convincing to this arbitrator. Grievant is awarded 2 days back pay.

Issued at OCB  
6/26/91  
Date

Andrew J. Love  
Arbitrator's Signature