

ARBITRATION
BENCH DECISION AND AWARD

#671 E4

Arbitrator: Craig Allan

State of Ohio

Grievance No. 27.25-(1/2142)-187-01-23

Department Corrections

Grievant Harford Myers

Union O C S E A

Date of Hearing Sept 20, 1991

Issue(s): Was the 5 day suspension for
just cause?

Appearances:

For the Employer: (Advocate) David Bunn - LRO
Paul Kushner OCB

For the Union: (Advocate) Donald Sargent - Advocate

AWARD: I deny the grievance. The grievant's
past disciplines are all for absenteeism or
unauthorized leave. The repeated pattern of
absenteeism cannot be satisfactorily
explained. The union testimony does not
confirm an institution practice of notice
on leave and management's witness said sick
leave balances show on every pay stub.
The grievant has been at SOCF long enough
to know the consequences of excessive
absenteeism.

Issued at SOCF
Louisville, Ohio

Craig Allan
Arbitrator's Signature