

Arbitrator: LOUIS V. J. MUNDO

#763EF

State of Ohio

Grievance No. 31-01-(11/25/91) 22-01-06

(ODOT)
Department OHIO DEPT. OF TRANSPORTATION

Grievant MICHAEL L. JOHNSON

Union ORSEA

Date of Hearing MAY 8, 1992

Issue(s): WAS MICHAEL JOHNSON DISCIPLINED FOR JUST CAUSE? IF NOT,
WHAT SHOULD THE REMEDY BE?

Appearances:

For the Employer: (Advocate) HENRY L. HORNE

Leslie Lidenberg - 2nd Chair

For the Union: (Advocate) BOB J. ROWLAND

AWARD: MANAGEMENT HAD JUST CAUSE TO DISCIPLINE THE
GRIEVANT FOR VIOLATING ODOT DIRECTIVE A-601 ITEM 2-C
GIVEN THE FACTS AND CIRCUMSTANCES AND THE GRIEVANT'S RECORD
THE FIVE DAY SUSPENSION WAS APPROPRIATE

Issued at LIMA OHIO

MAY 8, 1992
Date

Louis V. J. Mundo
Arbitrator's Signature

#763E4

Grievance No. 27-02(5/24/91)-111-01-03

Grievant ANDRE RAMSEY

Date of Hearing MAY 8, 1952

REASONABLE AND COMMENSURATE WITH THE OFFENSE? IF NOT, WHAT SHALL
THE REMEDY BE?

For the Employer: (Advocate) IORIS, ABDUNAGIB

R Lilenfeld - 2nd Chair

For the Union: (Advocate) BOB J. ROWLAND

AWARD: GIVEN THERE WERE NO MITIGATING OR AGGRAVATING CIRCUMSTANCES,
NOR WAS THERE EVIDENCE OF DISPARATE TREATMENT. THE 5 DAY
SUSPENSION WAS JUSTIFIED.

Louise J. J. J. J.
Applicant's Signature

MAY 8, 1992
Date