

ARBITRATION
BENCH DECISION AND AWARD

Arbitrator: Craig Allen

State of Ohio

Grievance No. 27-11-920212-0160-0103

Department Corrections

Grievant Willie Bowen

Union DCSEA AFSCME

Date of Hearing Aug 14, 1992

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

Appearances:

For the Employer: (Advocate) Renee Cook
Rodney Jamison, 2nd Chair

For the Union: (Advocate) Mike Temple

AWARD: I deny the grievance

Issued at Lebanon OH
Lebanon, Ohio

Craig Allen
Arbitrator's Signature

BENCH DECISION AND AWARD

Arbitrator: Craig Allen

State of Ohio

Grievance No. 27-11-91075-019-01-L

Department Corrections

Grievant Spencer Bennett

Union OCSEA-AFSCME

Date of Hearing Aug 14, 1992

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

Appearances:

For the Employer: (Advocate) Ronnie Edil

For the Union: (Advocate) Mike Temple

AWARD: I grant the grievance in part and
reduce to a 3 day suspension. There is a
direct dispute in the testimony as to what got
saw and heard or should have seen or
heard. However the gut concludes that he
became aware of the fight when his
work went for the stars and gut did
not use his main down alarm
considering the direct conflict in testimony
and gut having no prior discipline
I feel 3 days is sufficient

Issued at Lebanon CT
Lebanon, Ohio

Craig Allen
Arbitrator's Signature

BENCH DECISION AND AWARD

Arbitrator: Craig A Allen

State of Ohio

Grievance No. 27-11-920124-0152-01-03

Department Corrections

Grievant Romos Hedinger

Union OCSEA / AFSCME

Date of Hearing 8/14/92

Issue(s): Was the one day suspension of put for just cause?

Appearances:

For the Employer: (Advocate) Renee Eil

For the Union: (Advocate) Mike Temple

AWARD: I deny the grievance. While I have sympathy for the put's concerns it seems that his dealings with the OSHA inspector were at best mishandled. OSHA inspectors as well as other government agents are often viewed as "not doing their job" but the remedy is to complain to the Dept involved. Those who represent others such as Union stewards, advocates, etc must conduct themselves in a professional manner. Mr Temple clearly believes the "finger" incident happened and has no apparent motive to fabricate an incident.

Issued at Lobanon OH
Lobanon, Ohio

Craig A Allen
Arbitrator's Signature

Arbitrator: Craig Allen

State of Ohio

Grievance v. James Stevens

Department Corrections

Grievant ^{no} 27-11-C7149D-118-01-03

Union AFSCME OCSEA

Date of Hearing Aug 14, 1992

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

APPEARANCES:

For the Employer: (Advocate) Donald Forest

For the Union: (Advocate) Mike Temple

AWARD: I deny the grievance. The person with the gun, as the driver of a car, is responsible for its safety. Even if Mr Cowan contributed to his own injury so did the grievant. This unfortunate incident was caused, at least in part by the grievant's negligence and so the grievance is not well taken.

Witness: Lebanon CI
Lebanon, Ohio

Craig Allen

Arbitrator: Craig Allen

State of Ohio

Grievance No. 27-11-1815191-123-01-03Department CorrectionsGrievant Medard JolleyUnion AFSCME - OCS EADate of Hearing Aug 14, 1992Issue(s): Was the one day suspension
for just cause?

Appearances:

For the Employer: (Advocate) Ronald ForestFor the Union: (Advocate) Mike Temple

AWARD: I deny the grievance. While you could not know the exact number of cans of soap but has worked in the commissary for many years and takes an inventory every week. Based upon this I feel you should have been more accurate in his response. Since he was "proge" he also could have gotten the information easily if he chose. Having been advised that the institution was in a crisis he should have been more careful.

Issued at Lebanon CI
Lebanon, Ohio

Craig Allen
Arbitrator's Signature

Arbitrator: Craig Allen

State of Ohio

Grievance No. 27-11-C(12492)/53 0103

Department Corrections

Grievant LC Taylor

Union AFSinc OCSEA

Date of Hearing Aug 14, 1992

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

Appearances:

For the Employer: (Advocate) Ronald Forest

For the Union: (Advocate) Mr & Temple

AWARD: I deny the grievance

Issued at Lebanon OH
Lebanon, Ohio

Craig Allen
Arbitrator's Signature

Craig Allen

27-11-04-J-9.1) 108-01-03

Conventions

Lucas Walker

AFSCME OCSEA

Aug 14, 1992

Was the one day suspension for
just cause?

Robin Krab

Mike Temple

I uphold the grievance. The contract
at Art 2.01 says neither the Employer or the
Union shall discriminate. In this case
neither was involved. Discriminate means to
deny a privilege or a right based upon
race, creed, color, etc. The acts conduct was
certainly not acceptable by any standard
but the charge of discrimination can not
be proven.

Lebanon CF
Lebanon, Ohio

Craig Allen