

# 821 ex

JONAS B KATZ  
ARBITRATOR

OCSEA  
Bus. & Employment Services

and ~~XXXXXXXXXXXXXXXXXXXX~~  
Janita ~~XXXXXXXXXX~~  
Virginia ~~XXXXXXXXXX~~ 11-~~01-11-91~~  
~~12-01-91~~

The Arbitrator sustains the penalty imposed  
on Geneva Virginia Birchfield

The Arbitrator reduces the suspension  
of Geneva Janita Smith from 5 days to 2 day.  
Smith to receive appropriate back pay

Issued at Columbus Ohio  
Oct 28, 1992

Jonas B Katz  
arb.