

BENCH DECISION AND AWARD

Arbitrator LOUIS V. JAMUNDO

State of Ohio

Grievance No. 23-18-911021-0733-01-06

Department MENTAL HEALTH

Grievant CZERNY MILLER

Union OCSEA

Date of Hearing DECEMBER 3, 1992

Issue(s): WAS DISCIPLINE ADMINISTERED WITH JUST CAUSE? IF NOT, WHAT
SHOULD THE REMEDY BE?

Appearances:

For the Employer: (Advocate) MS LINDA THERNES

For the Union: (Advocate) MR ROBERT ROBINSON

AWARD: MANAGEMENT HAD JUST CAUSE TO DISCIPLINE
THE GRIEVANT. THE SIX DAY SUSPENSION
WAS APPROPRIATE

Issued at NORTHFIELD OHIO

Louis V. Jamundo
Arbitrator's Signature

DECEMBER 3, 1992

Date

BENCH DECISION AND AWARD

Arbitrator LOUIS V. IMUNDO

State of Ohio

Grievance No. 23-18-920204-0768-01-04-D

Department MENTAL HEALTH

Grievant MR TOMMIE SPRINGS

Union OCSEA

Date of Hearing DECEMBER 3, 1992

Issue(s): WAS THE GRIEVANT'S SIX (6) DAY SUSPENSION FOR JUST CAUSE?

IF NOT, WHAT SHALL THE REMEDY BE?

Appearances:

For the Employer: (Advocate) MS SHELLEY WARD

For the Union: (Advocate) MR ROBERT ROBINSON

AWARD: MANAGEMENT HAD JUST CAUSE TO DISCIPLINE THE GRIEVANT,
CONSIDERING THE UNWARRANTED DELAY IN INITIATING DISCIPLINARY
ACTION, UNDER 24.02 THE ARBITRATOR BELIEVES THE DISCIPLINE
WAS TOO SEVERE. THE SIX DAY SUSPENSION IS REDUCED TO TWO
DAYS. THE GRIEVANT IS TO BE COMPENSATED FOR THE FOUR DAYS

Issued at NORTHFIELD OHIO

12-3-92

Date

Louis V. Imundo
Arbitrator's Signature

BENCH DECISION AND AWARD

Arbitrator LOUIS V. LMUNDO

State of Ohio

Grievance No. 23-18-920622-0829-01-04

Department MENTAL HEALTH

Grievant RAY EVANS

Union OCSEA

Date of Hearing DECEMBER 3, 1992

Issue(s): DID MANAGEMENT HAVE JUST CAUSE TO DISCIPLINE THE GRIEVANT
IF NOT, WHAT IS THE APPROPRIATE REMEDY

Appearances:

For the Employer: (Advocate) MS LINDA THERNES

For the Union: (Advocate) MR ROBERT ROBINSON

AWARD: MANAGEMENT HAD JUST CAUSE TO DISCIPLINE THE GRIEVANT
CONSIDERING THE EXTRAORDINARY, UNJUSTIFIED DELAY IN INITIATING
DISCIPLINARY ACTION THE ARBITRATOR UNDER ARTICLE 24.02 BELIEVES
THE DISCIPLINE WAS TOO SEVERE. THE TWO DAY SUSPENSION IS
REDUCED TO ONE DAY. THE GRIEVANT IS TO BE PAID FOR
THE ONE DAY.

Issued at NORTHFIELD OHIO

Louis V. Lmundo
Arbitrator's Signature

12-3-92
Date