

BENCH DECISION AND AWARD

Arbitrator David M. Pivars

State of Ohio

Grievance No. H31-08-05-22-41-35-01-06

Department ODOT

Grievant Ronald W. Brannan

Union AFFME, OCSEA

Date of Hearing Sept 9, 1993

Issue(s): Did the Employer have just cause for imposing a
one (1) day disciplinary suspension on Donald W.
BRANNAN on May 9, 1991?

Appearances:

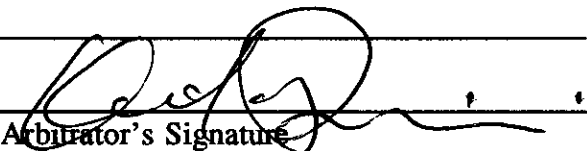
For the Employer: (Advocate) Carl Best

For the Union: (Advocate) Mike Muenchen

The grievance is upheld in part and denied in part. Any
AWARD: Reference in the grievant's personnel file dealing with a Rule
35 violation shall be expunged. He did not willfully falsify any official
document. And yet, the clear and unambiguous language contained in Section
33-03 does not anticipate an application of Bereavement leave to the
circumstances in dispute. The other charge dealing with failure to
carry out an assignment has been substantiated causing the
conversion of the one (1) day suspension to a one-half (1/2) day
suspension as a consequence of the Rule 2(A) violation.

Issued at OCB

9/9/93
Date


Arbitrator's Signature