

BENCH DECISION AND AWARD

Arbitrator Rob Stein

State of Ohio

Grievance No. 27-20(93-10-7) 1920 0103

Department Rehab & Corrections

Grievant helyn Spicer

Union OCSEA

Date of Hearing 4-4-94

Issue(s): 3 day suspension

Appearances:

For the Employer: (Advocate) DAVID BURRUS

For the Union: (Advocate) James Pagani

**AWARD:** Grievance denied. 3 day suspension  
stands. Grievant to receive refresher training  
on proper techniques to control inmates. State  
should review procedures about the need for  
proper equipment in extracting inmates.

Issued at Mansfield Reformatory  
4-4-94  
Date

[Signature]  
Arbitrator's Signature

BENCH DECISION AND AWARD

Arbitrator Rob Stein

State of Ohio

Grievance No. 27-20(93-10-1) 19<sup>13</sup>~~20~~ 0103

Department Rehab & Corrections

Grievant DAVID Deskins

Union OCSEA

Date of Hearing 4-4-94

Issue(s): 3 day suspension

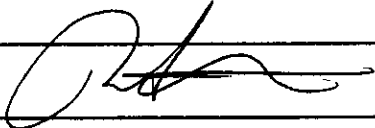
Appearances:

For the Employer: (Advocate) DAVID Burnus

For the Union: (Advocate) James Pagani

**AWARD:** Grievance sustained in part. 3 day  
suspension to remain on the record. 1 day  
of back pay to be returned given mitigating  
circumstances of his inappropriate behavior (ie  
grievant's actions were more reactive than purposive)

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Arbitrator's Signature