

BENCH DECISION AND AWARD

Arbitrator Dr. David A. Pincus

State of Ohio

Grievance No. 24-14-(07/07/93)-867-
01-04.

Department MRPD

Grievant MARY Lodge

Union OCSEA

Date of Hearing 4/19/94

Issue(s): Was the Grievant, Mary Lodge, suspended for
just cause? If not, what shall the remedy be?

Appearances:

For the Employer: (Advocate) GREG BOYD / CAROLYN S. COLLINS

For the Union: (Advocate) ROBERT ROBINSON

AWARD: The grievant was suspended for just cause. The
Employer made a reasonable and determined attempt to
have the grievant provide documentation under Part IV, Paragraph
(B) of its sickness policy. The document provided was
defective because the Notary's term had expired at the
time the document was presented as proof. Also, I am
convinced the best evidence (i.e. some form of purchase) was
never submitted to the hearing officer. Such documentation was
reasonably expected and the Grievant failed to comply with the
policy when she failed to provide this documentation. Finally,

Issued at Warrensville Developmental
Center
4/19/94
Date

[Signature]
Arbitrator's Signature

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BENCH DECISION AND AWARD

Arbitrator Dr. David M. Pircus

State of Ohio

Grievance No. 24-14-(7/07/93)-867-01-04

Department MRDD

Grievant Mary Lodge

Union OCSEA

Date of Hearing 4/19/94

Issue(s): _____

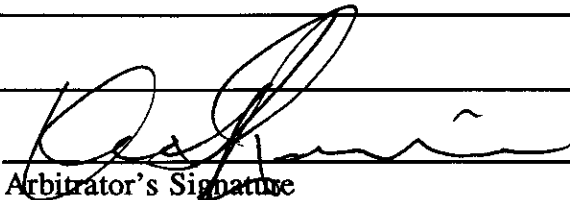
Appearances:

For the Employer: (Advocate) _____

For the Union: (Advocate) _____

AWARD: her prior disciplinary record regarding tardiness
further supports the reasonableness of the administered
penalty.

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Arbitrator's Signature

Center
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BENCH DECISION AND AWARD

Arbitrator Dr. David M. Kincaid

State of Ohio

Grievance No. 24-14(93-07-20)-771-01-04

Department WRDD

Grievant Deanna Daniels

Union OCSEA

Date of Hearing 4/19/94

Issue(s): Was the Grievant's 5 day suspension for just cause? If not, what shall the remedy be?

Appearances:

For the Employer: (Advocate) Eric Boyd

For the Union: (Advocate) Robert Robinson

AWARD: The grievance is denied. The grievant was suspended for just cause. Her actions clearly violated the Employer's tardiness policy. Attempts to mitigate her tardiness behavior are viewed as unpersuasive. The penalty, however, is deemed to be reasonable, progressive and commensurate with the offense.

Issued at Warramette Developmental Center
4/19/94

David M. Kincaid
Arbitrator's Signature

Date

BENCH DECISION AND AWARD

Arbitrator Dr. David M. Pincus

State of Ohio

Grievance No. 24-14-(93-12-06)-976-01-04

Department MRDD

Grievant Jacqueline Fulton

Union OCSEA

Date of Hearing 4/19/94

Issue(s): Was the Grievant's 2 day suspension for just
cause? If not, what shall the remedy be?

Appearances:

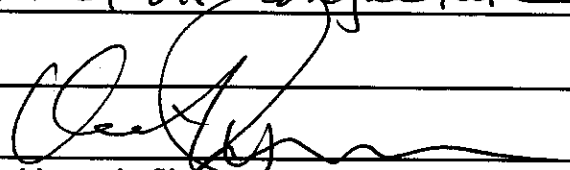
For the Employer: (Advocate) Carolyn S. Collins

For the Union: (Advocate) Robert Robinson

AWARD: The grievant was suspended for just
cause. The Employer did, in fact, prove the
Grievant violated the work rules in question.
Unequal treatment claims were raised, but were
not supported and merely based on conjecture
and hearsay.

Issued at Warrsville, Ohio

under
4/19/94
Date


Arbitrator's Signature