

ARBITRATION SUMMARY AND AWARD LOG
OCB AWARD NUMBER: 1004 Expedited

OCB GRIEVANT NUMBER: 1.) 27-14-940406-0246-01-04
2.) 27-20-940406-2105-01-03

GRIEVANT NAME: 1.) Doug Walters
2.) William Hayes

UNION: OCSEA/AFSCME

DEPARTMENT: Rehabilitation and Correction

ARBITRATOR: Rob Stein

MANAGEMENT ADVOCATE: David Burrus

2ND CHAIR: Ted Durkee

UNION ADVOCATE: Bob Goheen

ARBITRATION DATE: October 3, 1994

DECISION DATE: October 3, 1994

DECISION: 1.) Modified
2.) Modified

**CONTRACT SECTIONS
AND/OR ISSUES:** 1.) 3 Day suspension
2.) 3 Day suspension

HOLDING: 1.) The Arbitrator felt that the offense warranted the discipline issued but because the Grievant has made great efforts to improve himself, the Arbitrator ordered that the suspension be expunged six months early providing the Grievant has no more discipline.

2.) The Arbitrator felt that discipline was warranted in this situation however he ordered reduced the suspension. The Arbitrator awarded the Grievant 2 days of compensatory time but kept the 3 day suspension of the Grievant's record for one year after the suspension was issued.

ARB COST: \$300.72

BENCH DECISION AND AWARD

Arbitrator R. Stein

State of Ohio

Grievance No. 27-14 (4-6-94) 246-01-

Department

R & C

Grievant

04
Doug Walters

Union

OCSEA

Date of Hearing

10/3/94

Issue(s):

3 day suspension

Appearances:

For the Employer: (Advocate)

DAVE Burrus

For the Union: (Advocate)

Jim Pagan

AWARD: The 3 day suspension is upheld. However, given the Grievant's effort over the past six (6) months to decrease his error rate, the suspension is to be expunged six (6) months early, providing the Grievant does not have any intervening discipline related to work performance.

Issued at

Mansfield, Ohio10/3/94

Date

Arbitrator's Signature

BENCH DECISION AND AWARD

Arbitrator R Stein

State of Ohio

Grievance No. 27-20(94-04-06) 2105-
01-03Department RECGrievant William HayesUnion OCSEADate of Hearing 10/3/94Issue(s): 3 day suspension

Appearances:

For the Employer: (Advocate) DAVE BURRUSFor the Union: (Advocate) Robert Goheen

AWARD: 3 day suspension upheld. However,
given Mr. Hayes' long unblemished work record
2 days of compensation time are to be paid to
the Grievant immediately. Additionally, if
the Grievant has no intervening discipline related to
work performance this 3 day suspension shall be removed
from Grievant's personnel record 1 year after it was issued.

Issued at Mansfield, OhioR. J. Stein
Arbitrator's Signature10/3/94

Date