## ARBITRATION SUMMARY AND AWARD LOG OCB AWARD NUMBER: 1008 Expedited

OCB GRIEVANT NUMBER: 1.) 27-21-931222-0976-01-03 2.) 27-21-940105-0984-01-03 3.) 27-21-940324-1015-01-03 27-22-940314-0236-01-03 **GRIEVANT NAME:** Thomas Pierce 1.) 2.) Richard Thomas 3.) John Alley Terry Lemaster

UNION:

OCSEA/AFSCME

**DEPARTMENT:** 

Rehabilitation and Correction

ARBITRATOR:

David Pincus

**MANAGEMENT ADVOCATE:** 

Roger Coe

2ND CHAIR:

Lou Kitchen

UNION ADVOCATE:

Brenda Goheen

**ARBITRATION DATE:** 

October 11, 1994

**DECISION DATE:** 

October 11, 1994

**DECISION:** 

- 1.) Denied
- 2.) Denied
- 3.) Denied
- 4.) Modified

# CONTRACT SECTIONS AND/OR ISSUES:

- 1.) 3 Day suspension
- 2.) 1 Day suspension
- 3.) 3 Day suspension
- 4.) 1 Day suspension

### **HOLDING:**

- 1.) The Arbitrator felt the State had just cause to discipline the Grievant.
- 2.) The Arbitrator felt the State had just cause to discipline the Grievant.
- 3.) The Arbitrator felt that the discipline was progressive and commensurate based upon the Grievant's prior record.
- 4.) The Arbitrator felt that the discipline was warranted however due to the circumstances he ordered that the suspension be removed from the Grievant's records 10 months earlier than it would normally be removed.

ARB COST:

# BENCH DECISION AND AWARD

Arbitrator Dail M. Pinace;

State of Ohio Grievance No. $2+2 -93 222-0976-01-2$
Department Polant Concretion Grievant T. Pierce
Department FFF
Union OCCA Date of Hearing 1911
Issue(s):
was the Supporsion to just cotase.
Was the Supporsion for just cause?.  To not that stall the remedy
be?
Appearances:
For the Employer: (Advocate)
For the Employer. (Advocato)
R-1-Clark
For the Union: (Advocate) Breade Geleen
AWARD: Creiescurce devied. The
(missant was suspended for
just couse
Issued 2! OCI
Issued 2! OCI Arbitrator's Signature  [0] [1] [9]
Date

Arbitrator Pro: D. M. Pincus

State of Ohio Grievance No. 27-21-940105-0984-01-03
Department Relate + Greeting Grievant R. Thomas
Union CCSEA Date of Hearing (E/ U/94).
Issue(s):
Was the surfacion too just wast.
If not what shall the remedy
Was the surfacion for just wase?  That what shale the remedy  be?
Appearances:
For the Employer: (Advocate)
For the Union: (Advocate) Branda (scheen
AWARD: Coievance denied The Griciant was surgenful for just
Griciant was suspended for just
(Ause
Issued at Arbitrator's Signature
Date Columnia (Columnia )
Dail

# BENCH DECISION AND AWARD

Arbitrator Provid m. Pincus.

State of Ohio Grievance No. 27-21-946324-1015-01-03
T Aller
Department Kebel - Correction Grievant 3. 14 1129
Union OCSEA Date of Hearing 10/11/94
Issue(s):
Did the Engloyer have just course
for Surger the Gricont. If well
to Suspend the Gricont? It not into the renedy le?
Appearances:
For the Employer: (Advocate) F. Co S
For the Union: (Advocate) brende Geheer
AWARD: The prisoner is deried. The perministral
discipline was progressive and appropriate
bosed in the miscondint in que ton And the
Greatis prime disinglinary record.
Correction of the Charles
Issued at OCI Arbitrator's Signature
10/11/94
Date

## BENCH DECISION AND AWARD

Arbitrator Dail m. Rings.

State of Ohio	Grievance No. 27-22-940314-0236-01-0
Department Rebbr Cur section	Grievant T. Lemartez.
UnionCGEA	Date of Hearing
Union	
Issue(s):	
Was the	are (1) day surfacesia
fee ja	the renedy be?
Stall .	the renedy be?
	$\mathcal{O}$
Appearances:	2. CoE
For the Employer: (Advocate)	. 00
For the Union: (Advocate)	henda Coheens
The seison	ee is speld i pust of
AWARD:	of To E call ) clay.
denied in go	igher but will eve
Inspersion is	ingteld but will the
reword of	the file may 19,1995.
Issued at	Arbinator's Signature
10/11/91/	Whiteman 2 arendance
Date	