

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
4.) 27-22-940314-0236-01-03

GRIEVANT NAME: 1.) Thomas Pierce
2.) Richard Thomas
3.) John Alley
4.) 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 David M. Pinner

State of Ohio

Grievance No. 27-21-931222-0976-01-23

Department Refractory Corrections

Grievant T. PIERCE

Union OCSEA

Date of Hearing 10/11/94

Issue(s): _____

Was the suspension for just cause?
If not what shall the remedy
be?

Appearances:

For the Employer: (Advocate) R. COE

For the Union: (Advocate) Brenda Green

AWARD:

Grievance denied. The
Grievant was suspended for
just cause

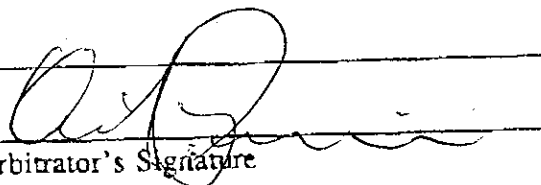
Issued at

OCI

10/11/94

Date

Arbitrator's Signature



BENCH DECISION AND AWARD

Arbitrator David M. Pincus

State of Ohio

Grievance No. 27-21-940105-0984-01-03

Department Rehab + Corrections

Grievant R. Thomas

Union CCSEA

Date of Hearing 10/11/94

Issue(s):

Was the suspension for just cause?
If not what shall the remedy
be?

Appearances:

For the Employer: (Advocate) R. Coe

For the Union: (Advocate) Brenda Goheen

AWARD:

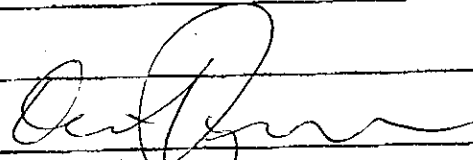
Grievance denied. The
Grievant was suspended for just
cause.

Issued at

CCI

10/11/94

Date


Arbitrator's Signature

BENCH DECISION AND AWARD

Arbitrator David M. Liner

State of Ohio

Grievance No. 27-21-940324-1015-01-03

Department Rebel Corporation

Grievant J. Alley

Union OCSEA

Date of Hearing 10/11/94

Issue(s): _____

Did the employer have just cause
to suspend the Grievant? If not
what ^{sick} the remedy be?

Appearances:

For the Employer: (Advocate) R. Coe

For the Union: (Advocate) Brenda Cohen

AWARD: The grievance is denied. The administrative
discipline was progressive and appropriate
based on the misconduct in question and the
Grievant's prior disciplinary record.

Issued at OCI

David M. Liner
Arbitrator's Signature

10/11/94
Date

BENCH DECISION AND AWARD

Arbitrator DAVID M. PINCUS

State of Ohio

Grievance No. 27-22-940314-0236-01-03

Department Robert Corcoran

Grievant T. Kemaster

Union OLSEA

Date of Hearing 10/11/94

Issue(s): _____

Was the one (1) day suspension
for just cause? If not what
shall the remedy be?

Appearances:

For the Employer: (Advocate) R. CoE

For the Union: (Advocate) Brenda Colleen

AWARD:

The grievance is upheld in part and
denied in part. The one (1) day
suspension is upheld but will be
removed from the file May 19, 1995.

Issued at _____

Date

10/11/94

Arbitrator's Signature

[Signature]