

ARBITRATION SUMMARY AND AWARD LOG
OCB AWARD NUMBER: 1021 Expedited

OCB GRIEVANT NUMBER: 1.) 27-20-940406-2104-01-03
2.) 27-20-940811-2230-01-03
3.) 27-20-940817-2231-01-03

GRIEVANT NAME: 1.) Kerry Powell
2.) Randy Bragg
3.) Michael Gibson

UNION: OCSEA/AFSCME

DEPARTMENT: Rehabilitation and Correction

ARBITRATOR: Rob Stein

MANAGEMENT ADVOCATE: Dave Burrus

2ND CHAIR: Colleen Wise

UNION ADVOCATE: Bob Goheen

ARBITRATION DATE: January 9, 1994

DECISION DATE: January 9, 1994

DECISION: 1.) Denied
2.) Denied
3.) Denied

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

HOLDING: 1.) The Arbitrator felt that the State had just cause
for the discipline imposed.
2.) The Arbitrator felt that the State had just cause
for the discipline imposed.
3.) The Arbitrator felt that the State had just cause
for the discipline imposed.

ARB COST: \$

BENCH DECISION AND AWARD

Arbitrator Stein

State of Ohio

Grievance No. 27-2046-9421040103

Department DRIC

Grievant Jerry Powell

Union OCSEA

Date of Hearing 1/9/95

Issue(s): 3 day suspension

Appearances:

For the Employer: (Advocate) Dave Buriv

For the Union: (Advocate) Bob Goheen

AWARD: Grievance denied

Issued at Manstfield Reformatory [Signature]
Arbitrator's Signature

1/9/95
Date

BENCH DECISION AND AWARD

Arbitrator Stein

State of Ohio

Grievance No. 27-2094-F-112230103

Department DRFC

Grievant BRABBS, Randy

Union OCSEA

Date of Hearing 1/9/95

Issue(s): 1 day suspension

Appearances:

For the Employer: (Advocate) DAVE BURRIS

For the Union: (Advocate) Bob Goheen

AWARD: Grievance denied

Issued at Mansfield Reg.

1/9/95
Date


Arbitrator's Signature

BENCH DECISION AND AWARD

Arbitrator Stein

State of Ohio

Grievance No. 27-20 (8/17/94) 2231-01-03

Department Dr+C

Grievant Gibson, Michael

Union OCSEA

Date of Hearing 1/9/95

Issue(s): 1 day suspension

Appearances:

For the Employer: (Advocate) DAVE Burns

For the Union: (Advocate) Bob Bohren

AWARD: Grievance denied. The sole defense offered by the grievant was the new sick leave policy was in effect at the time and therefore he was unjustly discipline. This was not true. It wasn't effective until 7/1/94. The Union made the additional argument that the grievant was unjustly disciplined because he did not receive a doctor's verification notice. This argument may have had more weight had it been included

Issued at Mansfield Corr.

[Signature]
Arbitrator's Signature

1/9/95.
Date

in the original grievance and argued earlier. This would have given the union representatives a better basis from which to make their arguments. The grievant is advised that in the future, careful consultation with the union prior to filing a grievance is a prudent course of action.