

#1033

BENCH DECISION AND AWARD

27-22-940722-0241-01-03

Arbitrator Craig Allen

State of Ohio

Grievance No. 27-22-940722-0241

Department Corrections

Grievant Paul Kap Teina

Union OCSEA

Date of Hearing March 13, 1995

Issue(s): Was the three day suspension  
for just cause?

Appearances:

For the Employer: (Advocate) Douglas H. Shupe

For the Union: (Advocate) Branda E. Green

**AWARD:** I deny the grievance Rule 13 says  
abusive language "condemning" another  
employee. I also find insubordination. I have  
no "issue" jurisdiction. The order was  
lawful and should have been obeyed on the  
April 27 incident report. Based on facts  
disciplinary record should be penalty.

Issued at Pickaway Co. I

Arbitrator's Signature

March 13, 1995  
Date

#1033

BENCH DECISION AND AWARD

Arbitrator Craig Allen

27-22-940726-0292-0-03

State of Ohio

Grievance No. 27-22-726-94-342-01  
03

Department Corrections

Grievant Steven Hemanaway

Union O C S E A

Date of Hearing March 13, 1995

Issue(s): Was the 5 day suspension  
for just cause?

Appearances:

For the Employer: (Advocate) Douglas Skupe

For the Union: (Advocate) Renda Echeon

**AWARD:** I uphold the grievance in part and  
reduce to a three day suspension. Officer  
Stallins failed to respond to radio calls.  
This indicates he was as subject to danger  
as Det. Det. has been here 2 yrs with no  
prior discipline. Three days is sufficient

Issued at Pickaway CT

Craig Allen  
Arbitrator's Signature

March 13, 1995  
Date