

**ARBITRATION SUMMARY AND AWARD LOG**  
**OCB AWARD NUMBER: 1039 Expedited**

**OCB GRIEVANT NUMBER:** 1) 27-28-941014-2246-01-03  
2) 27-20-940406-2103-01-03  
3) 27-20-940923-2240-01-03

**GRIEVANT NAME:** 1) Michael Skidmore  
2) Derek Millivan  
3) Wayne Black

**UNION:** OCSEA

**DEPARTMENT:** Rehabilitation and Correction

**ARBITRATOR:** Rob Stein

**MANAGEMENT ADVOCATE:** Dave Burris

**UNION ADVOCATE:** Bob Goheen

**ARBITRATION DATE:** April 3, 1995

**DECISION:** 1) Denied  
2) Denied  
3) Modified

**CONTRACT SECTIONS  
AND/OR ISSUES:** 1) One day suspension.  
2) One day suspension.  
3) Three day suspension.

**HOLDING:** 1) The serious breach of conduct could have had deadly consequences.  
2) The behavior of the Supervisor inflamed the situation over the past year, therefore, the suspension will be removed from the file immediately.  
3) The State did not prove Grievant was sleeping, however, he was inattentive to his duties. The three day was reduced to one and two days backpay awarded.

**STATE'S ARB COST:** \$

**BENCH DECISION AND AWARD**

ARBITRATOR:

R. Stein

HEARING DATE:

4/3/95

GRIEVANT:

Michael Skidmore

GRIEVANCE #:

27-28 (10/14/94) - 2246-01-03

DEPARTMENT:

DR &amp; C

UNION:

OCSEA AFSCME

MANAGEMENT  
ADVOCATE:

DAVE Burris

UNION  
ADVOCATE:

Bob Goheen

**ISSUE**

One (1) day suspension.

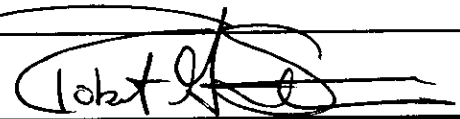
**AWARD**

Grievance denied. The Action of the grievant in this matter was an extremely serious breach of conduct which could have had deadly consequences.

The Union's vigorous attempt to defend the grievant's Actions was noteworthy, however, it was seriously undermined by the grievant's Absence at the hearing.

ISSUED AT:  
DATE:

4/3/95

ARBITRATOR'S  
SIGNATURE:


**BENCH DECISION AND AWARD**

ARBITRATOR:

R Stein

HEARING DATE:

4/3/95

GRIEVANT:

Derek Milliron

GRIEVANCE #:

27-210 4/6/94 210301-03

DEPARTMENT:

DR&amp;C

UNION:

OCSEA AFSCME

MANAGEMENT  
ADVOCATE:

Dave Burris

UNION  
ADVOCATE:

Bob Goheen

**ISSUE**

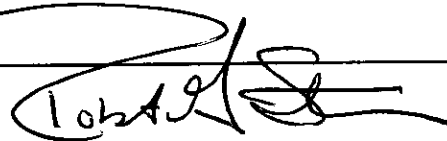
1 day suspension

**AWARD**

Grievance denied, one (1) day suspension stands. However, given the behavior of the supervisor which inflamed this situation and the conduct of the grievant during the past year, the one (1) day suspension shall be removed from the grievant's personnel file immediately.

ISSUED AT:  
DATE:

4/3/95

ARBITRATOR'S  
SIGNATURE:


**BENCH DECISION AND AWARD**

ARBITRATOR:

R. Stein

HEARING DATE:

4/3/95

GRIEVANT:

Wayne Black

GRIEVANCE #: 27-20 -94-09-23 2240-01-03

DEPARTMENT:

D R E C

UNION:

OCSEA AFSCME

MANAGEMENT  
ADVOCATE:

Dave Burris

UNION

ADVOCATE:

Bob Goheen

**ISSUE**

3 day suspension

**AWARD**

Grievance sustained in part. The suspension is reduced to one (1) day, with two (2) days compensation time to be returned to the grievant.

The State did not prove the grievant was sleeping, however he was inattentive to his duties. Hopefully, this one (1) day suspension has had a corrective effect on the grievant's work behavior.

ISSUED AT:  
DATE:

4/3/95

ARBITRATOR'S  
SIGNATURE:
