

BENCH DECISION AND AWARD

ARBITRATOR: Craig A Allen

HEARING DATE: May 25, 1995

GRIEVANT: Stanley Lane

GRIEVANCE #: 27-13(10-18-95)⁸⁹⁶⁻0103

DEPARTMENT: Corrections

UNION: AFSCME OCSEA

MANAGEMENT
ADVOCATE:UNION
ADVOCATE: Wave Justice**ISSUE**

Was the three day suspension for just
Cause?

AWARD

The suspension is modified so
that the grievant receives a 1 day
suspension and 2 days compensatory
time

ISSUED AT:

DATE: London CI

ARBITRATOR'S
SIGNATURE:

Craig Allen

BENCH DECISION AND AWARD

ARBITRATOR: Craig Allen
 GRIEVANT: Amy Newsome
 DEPARTMENT: Corrections
 MANAGEMENT
 ADVOCATE: DREW HILDEBRAND

HEARING DATE: May 25, 1995
 2713-1301-940933-0103
 GRIEVANCE #: 2713-13095-958-0103
 2713-13125-959-0103
 UNION: AFSCME OCSEA
 UNION
 ADVOCATE: Drew Justice

ISSUE

Was the grievant suspended for
 just cause?

AWARD

I uphold the grievance in part and
 reduce to an 8 day suspension. The 10 day
 suspension #959 is dismissed. While I do not
 find specific time limits on when discipline
 must begin I find in this case there was too
 much delay causing overlap with the previous
 suspension. There is no dispute grievant
 had a legitimate on the job injury causing her
 severe problems. The union confirms sleep problems

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might should have viewed progressive
discipline in a different light. Considering
all the facts before me I think an 8 day
suspension is plenty

27-13-941201-0933-01-03

950130-0958

950131-0959