

**BENCH DECISION AND AWARD**

ARBITRATOR: R. Stein	HEARING DATE: 7/10/95
GRIEVANT: Tim Durham	GRIEVANCE #: <del>27-14-941104-0281-01-03</del> 27-14-950130-0300-01-03
DEPARTMENT: DR & C	UNION: OCSEA / AFSCME
MANAGEMENT ADVOCATE: Floyd Dickens	UNION ADVOCATE: Deborah Abrams


**ISSUE**

One day suspension

**AWARD**

Grievance denied. Regarding the intent the Grievant may have had, his behavior was inappropriate to the situation. The Union orientation forum was used inappropriately and the Grievant made remarks which resulted in an employee being threatened, intimidated and unnecessarily harassed. Mr. Durham in the future will hopefully chose his words more carefully better realize his impact on others.

ISSUED AT: 7/10/95  
DATE:

ARBITRATOR'S SIGNATURE: 

### BENCH DECISION AND AWARD

ARBITRATOR: <i>R. Stein</i>	HEARING DATE: <i>7/10/95</i>
GRIEVANT: <i>Michael Morgan</i>	GRIEVANCE #: <i>27-14 (11-4-94)-281-01-43</i>
DEPARTMENT: <i>DR &amp; C</i>	UNION: <i>OCSEA/AFSCME</i>
MANAGEMENT ADVOCATE: <i>Floyd Dickens</i>	UNION ADVOCATE: <i>Deborah Abrams</i>

### ISSUE

*one day suspension*

### AWARD

*Grievance sustained in part. The one day suspension is reduced to a written warning, with the understanding there is no intervening discipline of a same or similar nature. The written warning will be removed 10-31-95. Eight hours of compensation time will be credited to the Grievant.*

ISSUED AT:  
DATE: *7/10/95*

ARBITRATOR'S SIGNATURE: *[Signature]*