

BENCH DECISION AND AWARD

ARBITRATOR: Robert G. Stein	HEARING DATE: 9/18/95
GRIEVANT: Perry Davis	GRIEVANCE #: 27-03 (12/17/94) 494-01-03
DEPARTMENT: DREC	UNION: OCSEA
MANAGEMENT ADVOCATE: MARK SCHUYER / Phil LOMAX / Rooney Sampson	UNION ADVOCATE: Dave Justice

ISSUE

3 day suspension

AWARD

The 3 day suspension stands as issued. However, given the grievant's previous record, length of service and willingness to accept full responsibility for his actions, the suspension shall be removed from his personnel file one (1) year from the date of imposition (ie. December 13, 1994) providing that he receives no other discipline of a same or similar nature during this period.

ISSUED AT:
DATE:

9/18/95

ARBITRATOR'S
SIGNATURE:



BENCH DECISION AND AWARD

ARBITRATOR: Robert B. Stein	HEARING DATE: 9/18/95
GRIEVANT: Shirley Grapes	GRIEVANCE #: 27-13(1-26-95)0960-01-03
DEPARTMENT: DR+C	UNION: OCSEA
MANAGEMENT ADVOCATE: Phil Lomax	UNION ADVOCATE: Dave Justice

ISSUE

3 day suspension.

AWARD

Given the circumstances of this incident AND the regulations involved, including the progressive steps of the discipline policy, it is determined that the suspension was excessive.

The discipline shall be reduced to a one (1) day suspension AND the grievant shall receive two (2) days (ie. 16 hours) of compensation ^{time} ~~pay~~.

ISSUED AT: London Correctional
DATE: 9/18/95

ARBITRATOR'S SIGNATURE: 

BENCH DECISION AND AWARD

ARBITRATOR: Robert [Signature]	HEARING DATE: 9/18/95
GRIEVANT: J.W. Frost	GRIEVANCE #: 27-13(1-6-95)948 01-03
DEPARTMENT: DRFC	UNION: OCSFA
MANAGEMENT ADVOCATE: Phil Lomax	UNION ADVOCATE: DAN JUSTO

ISSUE

4 day suspension

AWARD

Considering the facts, circumstances and actions of the grievant during this one incident, the corrective action appears to be excessive. However, given the grievant's short tenure, his record of discipline during his short work history and his previous 3 day suspension for a security related issue in April of the same year, the four (4) day suspension appears to be both progressive and appropriate. Grievance denied.

ISSUED AT: London Correctional	ARBITRATOR'S SIGNATURE: [Signature]
DATE: 9/18/95	