

**ARBITRATION SUMMARY AND AWARD LOG**  
**OCB AWARD NUMBER: 1081 Expedited**

**OCB GRIEVANT NUMBER:** 1) 27-11-941027-0272-01-03  
2) 27-11-940928-0266-01-03

**GRIEVANT NAME:** 1) L. C. Taylor  
2) Darin Hill

**UNION:** OCSEA

**DEPARTMENT:** Rehabilitation & Correction

**ARBITRATOR:** Craig Allen

**MANAGEMENT ADVOCATE:** Didi Anekwe

**2ND CHAIR:** Lou Kitchen

**UNION ADVOCATE:** Michael A. Hill

**ARBITRATION DATE:** September 29, 1995

**DECISION DATE:** September 29, 1995

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

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

**HOLDING:** 1) The grievant knew the rest room was in use and that it was an bathroom. Peoples standards vary and while others many not Ms. Stillpass clearly did.  
2) Reduced from a three day to a one day and grievant was awarded two days back pay.

**BENCH DECISION AND AWARD**

ARBITRATOR: Craig A Allen

HEARING DATE: Sept 29, 1995

GRIEVANT: LC Taylor

GRIEVANCE #: 01-11-94+027-272-01<sup>-03</sup>

DEPARTMENT: Corrections

UNION: OCEA

MANAGEMENT  
ADVOCATE: Didi AnekweUNION  
ADVOCATE: Michael A. Hill**ISSUE**

Was the discipline for just cause?

**AWARD**

I deny the grievance. It seems clear that Govt knew the rest room was in use although he denies he knew who was in there. While employees were permitted to hang their laundry there, everyone knew it was a unisex bathroom. Peoples privacy standards vary and while others may not have objected ms Stulpas clearly did. I find the discipline fair.

ISSUED AT:  
DATE: Lebanon CIARBITRATOR'S  
SIGNATURE:

Craig Allen

#1081

**BENCH DECISION AND AWARD**ARBITRATOR: *Craig Allen*HEARING DATE: *Sept 29, 1995*GRIEVANT: *Darin Hill*GRIEVANCE #: *27-1628-44 J246-01-03*DEPARTMENT: *Corrections*UNION: *DCSEA*MANAGEMENT  
ADVOCATE: *Didi Anekwe*UNION  
ADVOCATE: *Michael B. Hill***ISSUE***Was the discipline for just cause?***AWARD***The suspension is reduced  
from three days to one day and  
but is to be awarded 2 days back  
pay*ISSUED AT: *Belmont CT*  
DATE:ARBITRATOR'S  
SIGNATURE: *Craig Allen*