

ARBITRATION SUMMARY AND AWARD LOG
OCB AWARD NUMBER: 1087 Expedited

OCB GRIEVANT NUMBER: 34-50-940616-0171-01-14

GRIEVANT NAME: Kelley Munnerlyn

UNION: OCSEA

DEPARTMENT: Worker's Compensation

ARBITRATOR: Dwight Washington

MANAGEMENT ADVOCATE: Roger A. Coe

2ND CHAIR: Pat Mogan

UNION ADVOCATE: John Fisher

ARBITRATION DATE: October 26, 1995

DECISION DATE: October 26, 1995

DECISION: Modified

**CONTRACT SECTIONS
AND/OR ISSUES:** Ten day suspension

HOLDING: All parties in the meeting shared some blame regarding the escalation of events, and the grievant being a valued employee. The ten day is reduced to a five day.

ARB COST:

ARBITRATION BENCH DECISION AND AWARD

Arbitrator: WASHINGTON, Dwight A.

State of Ohio

Grievance No. 39-50(99-06-16)171-01-14

Department BWC

Grievant KELLEY MUNNERYLN

Union OCSEA

Date of Hearing 10-26-95

Issue(s): WAS THE 10 DAY DISCIPLINARY SUSPENSION ISSUED TO THE GRIEVANT FOR JUST CAUSE, IF NOT, WHAT SHALL THE REMEDY BE?

Appearances:

For the Employer: (Advocate) ROGER A. COG

For the Union: (Advocate) JOHN FISHER

AWARD: THE FACTS INDICATE STARK CREDIBILITY DIFFERENCES AS TO WHAT HAPPENED IN THE SUPERVISOR OFFICE, BUT IT IS CLEAR THAT ALL PARTIES IN THE MEETING SHARE SOME BLAME REGARDING THE CONTINUED ESCALATION OF EVENTS. DUE TO THE GRIEVANT UNBLEMISHED PAST WORK RECORD; PERFORMING OVERTIME WORK CONSISTENTLY DURING THIS TIME PERIOD AND CONSIDER A VALUED EMPLOYEE OF THE DEPARTMENT, THE 10-DAYS SUSPENSION IS REDUCED TO A 5-DAY SUSPENSION.

COLUMBUS, OHIO
Issued at

10-26-95
Date
[Signature]
Arbitrator's Signature

ARBITRATION BENCH DECISION AND AWARD

Arbitrator: WASHINGTON, Dwight A.

State of Ohio

Grievance No. 39-50(94-06-16) 17-01-16

Department BWC

Grievant KEENEY MUNNBERLYN

Union OCSEA

Date of Hearing 10-26-95

Issue(s): WAS THE 10 DAY DISCIPLINARY SUSPENSION ISSUED TO THE GRIEVANT FOR JUST CAUSE, IF NOT, WHAT SHALL THE REMEDY BE?

Appearances:

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AWARD: THE FACTS INDICATE BASIC CREDIBILITY DIFFERENCES AS TO WHAT HAPPENED IN THE SUPERVISOR OFFICE, BUT IT IS CLEAR THAT ALL PARTIES IN THE MEETING SHARE SOME BLAME REGARDING THE CONTINUED ESCALATION OF EVENTS. DUE TO THE GRIEVANT UNBLEMISHED PAST WORK RECORD; PERFORMING OVERTIME WORK CONSISTENTLY DURING THIS TIME PERIOD AND CONSIDER A VALUED EMPLOYEE OF THE DEPARTMENT, THE 10-DAY SUSPENSION IS REDUCED TO A 5-DAY SUSPENSION.

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