

ARBITRATION SUMMARY AND AWARD LOG
OCB AWARD NUMBER: 1106 Expedited

OCB GRIEVANT NUMBER: 1) 27-11-940920-0260-01-09
2) 27-11-940928-0267-01-09

GRIEVANT NAME: 1) Bernadine Wallace
2) Bernadine Wallace

UNION: OCSEA

DEPARTMENT: Rehabilitation & Correction

ARBITRATOR: Craig Allen

MANAGEMENT ADVOCATE: 1) Didi Anekwe
2) Richard Jesko

2ND CHAIR: Pat Mogan

UNION ADVOCATE: Michael Hill

ARBITRATION DATE: December 29, 1995

DECISION DATE: December 29, 1995

DECISION: 1) Modified
2) Denied

CONTRACT SECTIONS AND/OR ISSUES: 1) 1 Day Suspension
2) 1 Day Suspension

HOLDING: 1) Management violated it's mandatory overtime procedure. But the employee should have work and then grieved. Changed to a written warning without back pay.
2) The grievant was suspended for just cause.

BENCH DECISION AND AWARD

ARBITRATOR: Craig A Allen

HEARING DATE: December 29, 1995

GRIEVANT: Bernadine Wallace

GRIEVANCE #: 27-11-(9/20/94)-260-01-09

DEPARTMENT: Corrections

UNION: OCSEA

MANAGEMENT
ADVOCATE: *[Signature]*UNION
ADVOCATE: *[Signature]***ISSUE**

Was the discipline for just cause?

AWARD

I deny the grievance. The arbitrator has been advised that the union sent notice of this hearing to DOT by certified mail. DOT left this hearing after opening statement and never returned. Management proved its case and the discipline is reasonable.

ISSUED AT:
DATE: Lebanon CIARBITRATOR'S
SIGNATURE: *Craig Allen*

BENCH DECISION AND AWARDARBITRATOR: *Craig Allen*HEARING DATE: *December 29, 1995*GRIEVANT: *Bernadine Wallace*GRIEVANCE #: *27-11(9128194)267-01-09*DEPARTMENT: *Corrections*UNION: *OCSEA*MANAGEMENT
ADVOCATE: *Richard A. Gesto*UNION
ADVOCATE: *Michael A. Hill***ISSUE***Was the discipline for just cause?***AWARD**

I deny the grievance. The work record of the Sgt clearly shows excessive absenteeism. The unions argument concerning the Drs statement is impressive but on this case the Drs record overcomes the argument. I find management has been fair and the discipline is well within the guidelines

ISSUED AT:
DATE: *Lebanon CT*ARBITRATOR'S
SIGNATURE: *Craig Allen*