

**ARBITRATION SUMMARY AND AWARD LOG**  
**OCB AWARD NUMBER: 1166 Expedited**

**OCB GRIEVANT NUMBER:** 1) 27-19-950801-0699-01-05  
2) 27-19-960311-0792-01-03

**GRIEVANT NAME:** 1) Debbie Dennis  
2) Melissa Withrow

**UNION:** OCSEA

**DEPARTMENT:** Rehabilitation & Corrections

**ARBITRATOR:** Craig Allen

**MANAGEMENT ADVOCATE:** 1) Dave Burrus

**2ND CHAIR:** Pat Mogan

**UNION ADVOCATE:** George Yerkes

**ARBITRATION DATE:** October 30, 1996

**DECISION DATE:** October 30, 1996

**DECISION:** 1) Denied  
2) Granted

**CONTRACT SECTIONS  
AND/OR ISSUES:** 1) 1 Day Suspension  
2) 5 Day Suspension

**HOLDING:** 1) The discipline trail shows management has been more than fair with the grievant. I find the discipline reasonable and progress.  
  
2) The are too many people who had access to the cash. There is a shortage from the party, but management did not prove that the grievant was guilty of theft.

**COST:** \$

## BENCH DECISION AND AWARD

ARBITRATOR: Craig A Allen

HEARING DATE: October 30, 1996

GRIEVANT: Melissa Withrow

GRIEVANCE #: 27-19(3-11-96) 792-01-03

DEPARTMENT: Corrections

UNION: OCSEA

MANAGEMENT  
ADVOCATE: Dave Burns

UNION  
ADVOCATE: George L. Yukes

### ISSUE

Was there just cause for the 5 day  
discipline?

### AWARD

I uphold the grievance. As with many  
volunteer groups there are too many people  
with access to cash for mgmt to prove the  
but took it. mgmt witnesses and but support  
this fact. Exhibit J-4(a) shows a \$23.11 shortage  
from the Christmas Party. I found all the  
witnesses to be credible. The \$53.56 is missing  
and unaccounted for but there is no real  
evidence but took it

ISSUED AT: Ohio Reformatory  
DATE: for Women

ARBITRATOR'S  
SIGNATURE:

Craig Allen

## BENCH DECISION AND AWARD

ARBITRATOR: Craig A. Allen

HEARING DATE: Oct 30, 1996

GRIEVANT: Debbie Dennis

GRIEVANCE #: 27-1968/1951697-01-05

DEPARTMENT: Corrections

UNION: OCS&A

MANAGEMENT  
ADVOCATE: Dana Bunn

UNION  
ADVOCATE: George L. Yewkes

### ISSUE

Was the discipline for just 1 day  
Cause?

### AWARD

I deny the grievance. There are too many requests for leave in conjunction with good days and this does show a pattern. The discipline trail shows management has been more than fair with the Dr. T. I find the discipline reasonable and progressive.

ISSUED AT:  
DATE:

Ohio Reformatory  
for Women

ARBITRATOR'S  
SIGNATURE:

Craig A. Allen