

BENCH DECISION AND AWARD

ARBITRATOR: Robert B. Stein

HEARING DATE: 9/16/97

GRIEVANT: Van Hafford

GRIEVANCE #: 27-14(96-07-10)402-01-03

DEPARTMENT: DR & C

UNION: OCSEA

MANAGEMENT
ADVOCATE: DAVID Burris

UNION
ADVOCATE: Deborah Bailey

ISSUE

3 day suspension.

AWARD

Grievance denied.

The evidence and testimony presented supports the actions of the Employer. The Grievant's prior record, particularly his violation of the very same rule (#24), justified the level of discipline issued in this case.

ISSUED AT:
DATE:

ARBITRATOR'S
SIGNATURE:



BENCH DECISION AND AWARD

ARBITRATOR: Robert G. Stein

HEARING DATE: 9/16/97

GRIEVANT: Mike Dowdell

GRIEVANCE #: 27-09 (2-9-96) 267-01-05

DEPARTMENT: DR & C

UNION: OCSEA

MANAGEMENT
ADVOCATE: DAVID BURRIS

UNION
ADVOCATE: Deborah Bailey

ISSUE

1 day suspension

AWARD

Grievance denied. I find that the actions taken by Management were proper in this case for the following reasons: (1) The Grievant took and had responsibility for the Man Down Alarm.

(2) The Grievant should have notified management of the problem with the broken carrying case. It was not appropriate for him to deactivate the alarm and put it in a closet. This action jeopardized the security and safety of himself and his co-workers.

(3) The Grievant did not notify anyone concerning the man down alarm when he ended his shift.

ISSUED AT:
DATE:

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SIGNATURE:

Robert G. Stein