

BENCH DECISION AND AWARD

ARBITRATOR: WASHINGTON, DWIGHT A

HEARING DATE: 3-31-98

GRIEVANT: WASHINGTON, CHARLES

GRIEVANCE #: 16-00-970213-0006-01-09

DEPARTMENT: HUMAN SERVICES

UNION: OCSBA

MANAGEMENT
ADVOCATE: Didi AnekweUNION
ADVOCATE: BARBARA FOLLMANN

ISSUE

WAS THE GRIEVANT DISCIPLINED FOR JUST CAUSE,
IF NOT, WHAT SHALL THE REMEDY BE?

AWARD

CREDIBLE EVIDENCE INDICATES THAT THE GRIEVANT WAS
ACTIVELY INVOLVED, WITH OTHERS, TO OBTAIN COMPLAINTS
AGAINST A FORMER SUPERVISOR ON JANUARY 17, 1997. THE
GRIEVANT RELATIONSHIP WITH THE SUPERVISOR WAS COMBATANT
REQUIRING A TRANSFER WHICH OCCURRED IN NOVEMBER 1996.

THEREFORE, THE MOST RELIABLE AND RELEVANT EVIDENCE
SUPPORT THAT DISCIPLINE WAS APPROPRIATE AND THE
GRIEVANCE IS DENIED.

ISSUED AT: COLUMBUS, OHIO
DATE: 3-31-98

ARBITRATOR'S
SIGNATURE: 