

**ARBITRATION SUMMARY AND AWARD LOG**

**OCB AWARD NUMBER: 1275 Expedited**

**OCB GRIEVANT NUMBER:** 1) 27-05-970113-0433-01-03-S  
2) 27-21-970317-1393-01-03-SX  
3) 27-21-970321-1395-01-03-SX  
4) 27-21-970312-1392-01-03-SX

**GRIEVANT NAME:** 1) Amy Walker  
2) Karen Felts  
3) Ethyl Johnson  
4) Mark Blackwell

**UNION:** OCSEA

**DEPARTMENT:** Rehab & Corrections

**ARBITRATOR:** Craig Allen

**MANAGEMENT ADVOCATE:** 1) Gerald Clay  
2,3,4) William Blaney

**2ND CHAIR:** Cindy Sovell-Klein

**UNION ADVOCATE:** 1) David Justice  
2, 3, 4) John Horton

**ARBITRATION DATE:** April 24, 1998

**DECISION DATE:** April 24, 1998

**DECISION:** 1) Sustained  
2,3,4) Modified

**CONTRACT SECTIONS** 1) 5 Day Suspension  
2) 1 Day Suspension  
3) 1 Day Suspension  
4) 3 Day Suspension

**HOLDING:** 1) Arbitrator Allen did not agree that the Grievant was involved in an incident involving physical abuse of an inmate. 2) The suspension was reduced to a written reprimand because the Arbitrator felt that even though the Grievant did not instigate the incident of a verbal altercation with a supervisor, she did participate. 3) The suspension was reduced to a written reprimand. Arbitrator Allen considered that the Grievant had no prior discipline and was one of several parties involved in a verbal altercation with a supervisor. 4) The 3 day suspension was reduced to a one day suspension. Arbitrator Allen ruled that the Grievant had to be physically separated from another co-worker during an altercation.

**COST:** \$ 331.85

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COPY

REVIEWED BY:  
ce 4/27/98  
MR. [unclear]  
GRIEVANCE COORDINATOR

**BENCH DECISION AND AWARD**

ARBITRATOR: <i>Craig Allen</i>	HEARING DATE: <i>April 24, 1998</i>
GRIEVANT: <i>Mark Blackwell</i>	GRIEVANCE #: <i>3721(97-03-12)1392-01-03</i>
DEPARTMENT: <i>Corrections</i>	UNION: <i>OGE &amp; A</i>
MANAGEMENT ADVOCATE: <i>William Blaney</i>	UNION ADVOCATE: <i>John [unclear]</i>

**ISSUE**

*Was the three day suspension for just cause?*

**AWARD**

*I upheld the grievance in part and reduce to a one day suspension. But had several clothes with Mr Johnson. Also there is some evidence that Sgt needed to be physically kept apart from Mr Johnson*

ISSUED AT: *Dumont CI*  
DATE: *05 12 1998*

ARBITRATOR'S SIGNATURE: *Craig Allen*

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**BENCH DECISION AND AWARD**

ARBITRATOR: *Craig Allen*

HEARING DATE: *April 24, 1998*

GRIEVANT: *Ethel Johnson*

GRIEVANCE #: *27-21183-21-97) 1325-01-03*

DEPARTMENT: *Corrections*

UNION: *O C S E A*

MANAGEMENT ADVOCATE: *William Bla...*

UNION ADVOCATE: *John Horton*

**ISSUE**

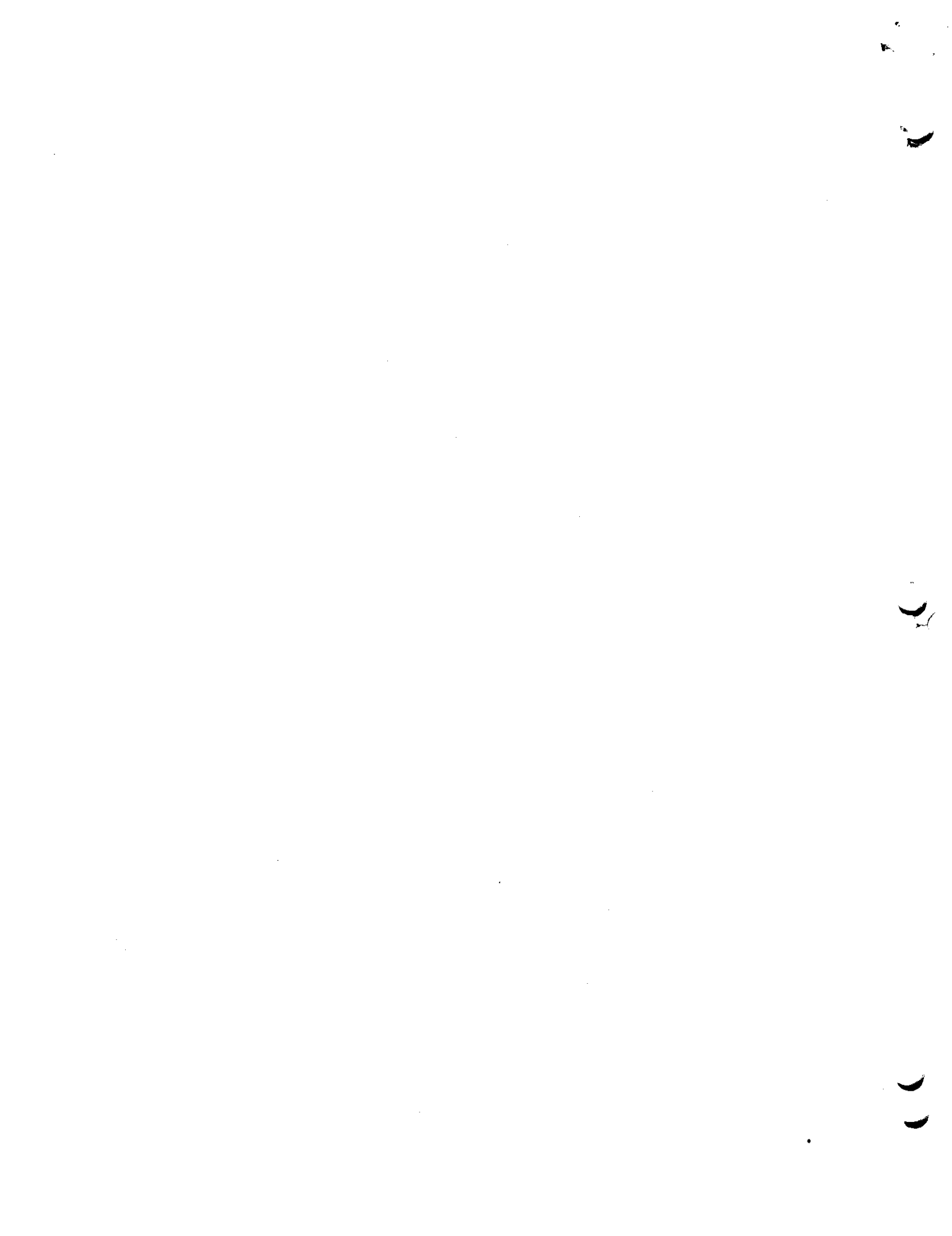
*Was the one day suspension for just cause?*

**AWARD**

*I upheld the grievance in part and reduce to a written reprimand. The altercation involved several parties all of whom blame each other. As there is no prior discipline a written reprimand is appropriate.*

ISSUED AT: *Orlando FL*  
DATE: *April 24, 1998*

ARBITRATOR'S SIGNATURE: *Craig Allen*



**BENCH DECISION AND AWARD**

ARBITRATOR: <i>Craig Allen</i>	HEARING DATE: <i>April 24, 1998</i>
GRIEVANT: <i>Karen Felts</i>	GRIEVANCE #: <i>97-21 (97-0217) 1393-01-03</i>
DEPARTMENT: <i>Corrections</i>	UNION: <i>OCSEA</i>
MANAGEMENT ADVOCATE: <i>William Blawie</i>	UNION ADVOCATE: <i>John Hester</i>

**ISSUE**

*Was the 1 day suspension for just cause?*

**AWARD**

*I uphold the grievance in part and reduce to a written reprimand. Even though she was not the instigator or aggravator she did participate. She also lost control of her utility belt.*

ISSUED AT: *Orient CI*  
DATE: *April 24, 1998*

ARBITRATOR'S SIGNATURE: *Craig Allen*

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**BENCH DECISION AND AWARD**

ARBITRATOR: Craig Allen	HEARING DATE: April 24, 1998
GRIEVANT: Amy Walker	GRIEVANCE #: 27-0569701130422-01-03
DEPARTMENT: Corrections	UNION: OCSERA
MANAGEMENT ADVOCATE: Sheldon R. Clay	UNION ADVOCATE: Dave Justice

**ISSUE**

Was the 5 day suspension for just cause?

**AWARD**

I uphold the grievance. I am not impressed by Harrison's change of testimony after she had reviewed, corrected and initialed a 20 page transcript. Even if she was "threatened", there is no evidence DUT was involved in any event I fail to see why DUT would be about being or not being in the Corridor. There was no rule against it, Mr. Meredith stated that DUT had about going into the Corridor because they knew they were going to "turn him up" was an assumption.

ISSUED AT: Orient CI  
DATE: April 24, 1998

ARBITRATOR'S SIGNATURE: Craig Allen

The Dvt denied going into the corridor and C O.  
Spores confirms this, C O Spores was not disappointed  
and has no gain or loss by being or not being  
truthful.

I think the seriousness of what happened after  
Dvt had left to go to med Bay has distorted  
Ingratts view of the Dvt. and her actions.