

ARBITRATION SUMMARY AND AWARD LOG

OCB AWARD NUMBER: 1354 Expedited

OCB GRIEVANCE NUMBER: 31-03-970908-0036-01-07

GRIEVANT NAME: Willis Coffey

UNION: OCSEA/AFSCME Local 11

DEPARTMENT: Department of Transportation

ARBITRATOR: Harry Graham

MANAGEMENT ADVOCATE: Clayton Morris

2ND CHAIR: Lou Kitchen

UNION ADVOCATE: Jenny Worden

ARBITRATION DATE: March 23, 1999

DECISION DATE: March 23, 1999

DECISION: DENIED

CONTRACT SECTIONS: 24

HOLDING: Grievance was DENIED.

On two consecutive days, Grievant requested and was denied vacation leave. On the first day, the Grievant left a message on a supervisor's voice mail requesting 2.5 hours of vacation. On the second day, the Grievant called in to request 2 hours of vacation leave and but only spoke to a contract employee. The contractor advised the Grievant there was no supervisor available to take the call. Because the leave requests were not approved, the Employer charged the Grievant with failure to follow policies, and unauthorized absence in excess of 30 minutes. The Employer imposed a one-day suspension on the Grievant.

The Arbitrator denied the grievance. The Arbitrator gave no rationale for his decision.

COST: \$ 297.10

BENCH DECISION AND AWARD

ARBITRATOR: <i>A. Graham</i>	HEARING DATE: <i>3/23/99</i>
GRIEVANT: <i>W. Coffey</i>	GRIEVANCE #: <i>31-03(97-9-08)/0036 -</i>
DEPARTMENT: <i>ODOT</i>	UNION: <i>OCSEA</i> <i>01-07</i>
MANAGEMENT ADVOCATE: <i>C. Morris</i>	UNION ADVOCATE: <i>J. Warden</i>

ISSUE

1 day suspension

AWARD

Grievance denied

ISSUED AT: *Ashland, OH*
DATE: *3/23/99*

ARBITRATOR'S SIGNATURE: *A. Graham*