

#1359

BENCH DECISION AND AWARD

ARBITRATOR: *H. Maham*HEARING DATE: *4/8/99*GRIEVANT: *J. Kestner*GRIEVANCE #: *23-18-971112-1517-01-04*DEPARTMENT: *Mental Health*UNION: *OCSEA*MANAGEMENT
ADVOCATE: *L. Thiermer*UNION
ADVOCATE: *R. Robinson*

ISSUE

*Was the ~~disc~~ Grievant disciplined for just cause?
If not, what shall the remedy be?*

AWARD

*Denied - 13.07 permits Employer to "require"
overtime. Mitigating circumstances do not
control outcome.*

ISSUED AT:
DATE: *Noahfield, OH*

ARBITRATOR'S
SIGNATURE: *H. Maham*