

ARBITRATION SUMMARY AND AWARD LOG

OCB AWARD NUMBER: 1408 Expedited

OCB GRIEVANCE NUMBER: 1) 27-23-990317-0706-01-03
2) 27-23-990317-0707-01-03
3) 27-25-990506-1535-01-03
4) 27-23-990527-0730-01-03

GRIEVANT NAME: 1) Michael Mays
2) Patrick J. Riley
3) Michael Dillow
4) Lucinda Sanders

UNION: OCSEA/AFSCME Local 11

DEPARTMENT: Rehabilitation and Correction

ARBITRATOR: Robert G. Stein

MANAGEMENT ADVOCATE: 1) Rhonda Bell
2) Rhonda Bell
3) Meredith Lobritz
4) Andy Shuman

2ND CHAIR: Jillian Froment

UNION ADVOCATE: Don Sargent

ARBITRATION DATE: November 22, 1999

DECISION DATE: November 22, 1999

DECISION: 1) MODIFIED
2) MODIFIED
3) DENIED
4) MODIFIED

CONTRACT SECTIONS: 1)
2)

HOLDING: 1)

COST: \$525.00

#1408ex

BENCH DECISION AND AWARD

ARBITRATOR: R.G. Stein

HEARING DATE: 11/22/99

GRIEVANT: Michael Mayr

0706-01-03
GRIEVANCE #: 27-23-(99-03-17)

DEPARTMENT: DR & C

UNION: OCSEA

MANAGEMENT
ADVOCATE: Don SargentUNION
ADVOCATE: Rhonda Bell**ISSUE**

1 day suspension

AWARD

1 day suspension reduced to a written warning. Grievant to receive 1 day of back pay at the appropriate rate. In addition, any record of him being removed from his post shall be removed from his personnel record. The record shall reflect a written warning for a Rule 11 violation only. The Employer violated the Pick-A-Post Agreement (which was part of the C.B.A.) when it removed the Grievant from his post.

ISSUED AT: 11-22-99 ROSS

ARBITRATOR'S
SIGNATURE: 

#1408

BENCH DECISION AND AWARD

ARBITRATOR: R.G. Stein	HEARING DATE: 11/22/99
GRIEVANT: Patrick J. Riley	GRIEVANCE #: 01-03-27-23(99-03-17)0707
DEPARTMENT: DR & C	UNION: OCSEA
MANAGEMENT ADVOCATE: Don Sargent.	UNION ADVOCATE: Rhonda Bell

ISSUE

1 day suspension

AWARD

1 day suspension reduced to a written warning. Grievant to receive 1 day of back pay at the appropriate rate. In addition, any record of him being removed from his post shall be removed from his personnel record. The record shall reflect a written warning for a Rule 11 violation only. The Employer violated the Pick-A-Post Agreement (which is part of the C.B.A.) when it removed the Grievant from his post.

ISSUED AT:
DATE:

11-22-99 ROSS

ARBITRATOR'S
SIGNATURE:

7/14/08

BENCH DECISION AND AWARD

ARBITRATOR: R.G. Stein	HEARING DATE: 11/22/99
GRIEVANT: Michael Dillow	GRIEVANCE #: 27-25-99050615350103
DEPARTMENT: DRFC	UNION: OCSEA
ADVOCATE: Don Sargent	ADVOCATE: Meredith A Lobritz

ISSUE

1 day fine

AWARD

Grievance denied. I find Grievant had prior warning (written warning) regarding procedure at SOCF. In addition, the Grievant received a clearly written letter that specifically told him when his FMLA was to expire. At SOCF employees are responsible for keeping track of FMLA deadlines. I find this to be a reasonable requirement.

ISSUED AT: Ross DATE: 11-22-99	ARBITRATOR'S SIGNATURE: 
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BENCH DECISION AND AWARD

ARBITRATOR: R.B. Stein	HEARING DATE: 11-22-99
GRIEVANT: Lucinda Sander	GRIEVANCE #: 27-23-990527-
DEPARTMENT: DR & C	0730-01-03
MANAGEMENT ADVOCATE: Andy Shuman	UNION: OCSEA
	UNION ADVOCATE: Don Sargent

ISSUE

3 day suspension

AWARD

Grievance denied in part and sustained in part. The appropriate charge, according to the Standards of Employee Conduct, is 3i not Rule 22 in this specific instance. The 3 day suspension is reduced to a 1 day suspension without back pay due to the seriousness of falsifying a physician's form. The charge on the employee's record should reflect a Rule 3i violation only.

ISSUED AT: ROSS
DATE: 11/22/99

ARBITRATOR'S
SIGNATURE:

