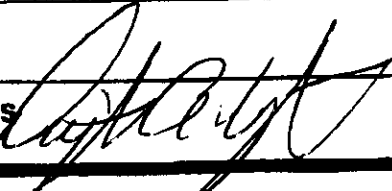


#1470

ARBITRATOR: WASINGTON, DWIGHT	HEARING DATE: 1-31-01
GRIEVANT: Ed VINCIGET	GRIEVANCE #: 31-13-000213-007-01-06
DEPARTMENT: ODOT / Central Office	UNION: OCSBA
MANAGEMENT ADVOCATE: Sue Gwardell	UNION ADVOCATE: JOHN GENSDEN

WAS THE 5 DAY FINE IMPLEMENTED FOR JUST CAUSE, IF NOT WHAT SHALL THE REMEDY BE?

THE EVIDENCE INDICATES THAT THE OVERALL CONDUCT OF THE GRIEVANT ON NOVEMBER 18, 1999 DISPLAYED BEHAVIOR VIOLATIVE OF O.R.C. § 129.31. THEREFORE DISCIPLINE IS APPROPRIATE. DUE TO ONLY AN ORAL ADDITIONAL REPRIMAND BEING ASSESSED THE 5 DAY IS REDUCED TO A 7 DAY FINE.

ISSUED AT: COLUMBUS, OHIO DATE: 1-31-01	ARBITRATOR'S SIGNATURE: 
--	--