

KAYE CAROLIN

#1619

BENCH DECISION AND AWARD

ARBITRATOR: Craig A Allen

HEARING DATE: November 8, 2002

GRIEVANT: Bobbie Adams

GRIEVANCE #: 27-59-602-14-02-852-01-W3

DEPARTMENT: Corrections

UNION: OCS&A

MANAGEMENT
ADVOCATE: *Michael D. [Signature]*UNION
ADVOCATE: *George L. Yancey*

ISSUE

Was the discipline for just cause?

AWARD

I deny the grievance. Ms. Everly was gone on vacation Nov 7, 2001. The statements of Monya Sparks and Pam Bohles show they denied making entry for Timothy Ray on 11/7/01. Ms. Bohles also said she checked Tim Ray and Ray Smith's files for authorization cards and there were none. She said the authorization card showed up in Tim Ray's file two weeks later, dated 11/17/01. In addition the Dute initials are on the card dated

 ISSUED AT: OCS&A Waterville
 DATE: Nov 8, 2002

 ARBITRATOR'S
 SIGNATURE:
Craig A Allen

Nov 7, 2001 and the Hearing officers
Report shows she admitted to the mistake.
With grievants disciplinary record the
discipline is appropriate