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ARBITRATOR: DWIGHT WASHINGTON	HEARING DATE: 3-26-03
GRIEVANT: PETER SILON	GRIEVANCE #: 34-33-20020709-0045-0189
DEPARTMENT: BWC	UNION: OCSEA
MANAGEMENT ADVOCATE: ROGER COE / S. COON	UNION ADVOCATE: LORI COLLINS

JOINT: DID THE GRIEVANT, PETER SILON VIOLATE THE EAP SETTLEMENT OF DISCIPLINARY ACTION AGREEMENT SIGNED FEBRUARY 28, 2002? IF SO, WHAT SHALL THE REMEDY BE?

THE GRIEVANT RECEIVED A DIRECT ORDER ON MAY 21, 2002 TO COMPLETE CERTAIN WORKSHEETS IN A NUMERIC ORDER, I.E., 10009; 10015; 10017; AND 10027, AND TO NOTIFY HIS SUPERVISOR PRIOR TO BEGINNING ANOTHER AUDIT. THE EVIDENCE SUPPORTS THE CONCLUSION THAT THE GRIEVANT DID NOT COMPLETE THE WORKSHEETS NOR OBTAIN THE APPROPRIATE INPUT FROM HIS SUPERVISOR PRIOR TO STARTING ANOTHER AUDIT. THE GRIEVANT'S CONDUCT VIOLATED THE SETTLEMENT OF DISCIPLINARY ACTION AND THE EAP AGREEMENT. THE GRIEVANCE IS DENIED

AND THE TEN (10) DAY SUSPENSION IS UPHOLD.

ISSUED AT: OCSEA / POLARIS HQ.
DATE: 3-26-03

ARBITRATOR'S
SIGNATURE: *Dwight Washington*