

BENCH DECISION AND AWARD

Expedited  NTA

#1667

ARBITRATOR: *FURMAN*

HEARING DATE: *JUNE 12, 2003*

GRIEVANT: *BEANTILL, Kevin*

GRIEVANCE #: *27-15-20010121-1002-01-03*

DEPARTMENT: *DLC*

UNION: *OCSEA*

MANAGEMENT ADVOCATE: *JOHN ROW*

UNION ADVOCATE: *DAVE JUSTICE*

ISSUE

*Where Grievant was disciplined for just cause?  
If not, what is the appropriate remedy?*

AWARD

*The grievance is granted in part & denied in part. G. was disciplined under R.2.B. G. past disciplinary record was presented in evidence. G. discipline cannot progress to a 2 day fine under the plain language of R.2.B. The appropriate level of discipline is a written reprimand. The Employer met its bur that G. was shift tardy 1/4 hr + 5 min. The appropriate level of discipline under the employer's guid is a written reprimand. The discipline is modified ~~was~~ accordingly.*

ISSUED AT: *Coudon, Oh 6-12-03*

ARBITRATOR'S SIGNATURE: