

BENCH DECISION AND AWARD

☐ Expedited ☒ NTA

#1668

ARBITRATOR: <i>FURMAN</i>	HEARING DATE: <i>JUNE 12, 2003</i>
GRIEVANT: <i>BILLIS, SCOTT</i>	GRIEVANCE #: <i>21-15-20030121-1004-01-03</i>
DEPARTMENT: <i>DEC</i>	UNION: <i>OCSEA</i>
MANAGEMENT ADVOCATE: <i>JOHN ROW</i>	UNION ADVOCATE: <i>DAVE JUSTICE</i>

ISSUE

*Whether G. was disciplined for just cause?
If not, what is the appropriate remedy?*

AWARD

G. is charged with violation of Rule 35. Management proved by a preponderance of evidence the rule violation. G. had prior discipline for R-3; the discipline is progressive. G. did not make an attempt to comply with the physician's verification notice. The contractual requirements of Art 29 were met. The Grievance is denied.

ISSUED AT:
DATE:*Lansdale PA
6-12-03*ARBITRATOR'S
SIGNATURE:*[Signature]*