

BENCH DECISION AND AWARD

#1682

☒ Expedited ☐ NTA

ARBITRATOR:

Ferman

HEARING DATE:

6-16-03

GRIEVANT:

William Estep

GRIEVANCE #

27-020910-1314-91-03

DEPARTMENT:

DR+C

UNION:

ACSEAF local 11

MANAGEMENT
ADVOCATE:

Don Campbell

UNION

ADVOCATE:

Bob Jones

ISSUE

Was Grievant disciplined for just cause?
If not, what is the appropriate remedy?

AWARD

Management failed to prove a violation of R23. G did not interfere with or fail to permit an official search.

However, his conduct was less than cooperative on the date in question, by his own admission. The Arb. finds that a more appropriate charge is R 49. ^(Failure of good behavior?) This was G's 2nd violation in a two yr period, the appropriate discipline is a WR. The grievance is granted in part ordered in part.

ISSUED AT:
DATE:

Leaven Oh 6-16-03

ARBITRATOR'S
SIGNATURE:

Ferman