

BENCH DECISION AND AWARD

☐ Expedited☐ NTA

#1684

ARBITRATOR:

FURMAN

HEARING DATE:

6-16-03

GRIEVANT:

Setty

GRIEVANCE #: 27-11-021223-1354-01-03

DEPARTMENT:

R+C

UNION:

OSEA

MANAGEMENT
ADVOCATE:

Don Campbell

UNION
ADVOCATE:

Robert Jones

ISSUE

Was Grievant disciplined for just cause? / Not
 What is the appropriate remedy

AWARD

G was charged with R24 / R20 violations. The
 Arb will affirm the R20 charge, as cartoons
 appear to be the norm at this facility. The wisdom of the
 cartoons is a matter of internal rule making. G has violated
 R24 because G felt the Arbitrator finds it more likely than not
 G did post the cartoon on cell block H. As the Union did
 not impeach management witness Gresham, the Arb concludes
 that G was not being credible in her account during the
 investigation. The grievance is denied as to the R24 violation.
 For the record, as do fine

ISSUED AT:
DATE:

DeSana 6-16-03

ARBITRATOR'S
SIGNATURE:

For the record, as do fine
 [Signature]