

BENCH DECISION AND AWARD

☐ Expedited☒ NTA

#1684

ARBITRATOR:

FURMAN

HEARING DATE:

6-16-03

GRIEVANT:

CHRIS DAVIS

GRIEVANCE #:

27-26(02/008)
141501-03

DEPARTMENT:

R+C

UNION:

OCSEA

MANAGEMENT
ADVOCATE:

Pat Meyer

UNION

ADVOCATE:

Jones / Deb Walters

ISSUE

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

AWARD

Discharged with violation of R. 3C.
G. did not complete his leave form w/in 3 days of 7-26-02.
G.'s name appeared on a list where he had notice that his leave form was unavailable. Although G. has had negligent misplace or misprocess his forms in the past, a form or copy always existed to cover the disputed dates. No form existed in any one's possession for this date. G. violated the rule; had prior notice of the rule; had prior discipline for R3 violations. The Employer met its b.o.p. The Grievant's demand denied.

ISSUED AT:

DATE:

Lebanon OH 6-16-03

ARBITRATOR'S

SIGNATURE:

