

BENCH DECISION AND AWARD

Expedited  NTA

# 1687

ARBITRATOR:

FURMAN

HEARING DATE:

6-16-03

GRIEVANT:

Angela Morgan

GRIEVANCE #:

1432

DEPARTMENT:

R+C

UNION:

OSCA Local 11

MANAGEMENT ADVOCATE:

Pat Meyer

UNION ADVOCATE:

Deb / R Jones

ISSUE

Was G. disciplined for just cause?

If not, what is the appropriate remedy?

AWARD

G. was charged with a violation of R 22 - She submitted <sup>PHUA</sup> leave forms for three (3) dates in October, 2002. G's leave was approved for two of those dates. Re October 25, 2002, G was ~~disciplined~~ disciplined in case # 1433 for the same incident/event; she sh/ be disciplined twice under a separate charge under the performance spec. Further,

The Employer dis meet its burden of disproof  
~~G. took leave she believed she was entitled to & not under a fraudulent~~

ISSUED AT:  
DATE:

Lebanon OH 2-16-03

ARBITRATOR'S SIGNATURE:

The Grievant is Guilty  
*[Signature]*