

#1719

BENCH DECISION AND AWARD

☒ Expedited ☐ NTA

ARBITRATOR: Washington

HEARING DATE: 10/23/03

GRIEVANT: Deborah Smith

GRIEVANCE #: 16-11-30030925-010-01-09

DEPARTMENT: ~~ODJFS~~ ODJFS

UNION: ODSEA

MANAGEMENT

ADVOCATE: Rick (in box)

UNION

ADVOCATE: Summe Kemo

ISSUE

WAS THE TEN(10) DAY SUSPENSION FOR JUST CAUSE, IF NOT,
WHAT SHALL THE REMEDY BE?

AWARD

THE INVESTIGATION REGARDING THE MAY 14, 2002 INCIDENT AND
THE LACK OF URGENCY TO PURSUE THIS INCIDENT FAILED TO SATISFY
ODJFS'S
~~ODJFS'S~~ BURDEN OF PROOF IN THIS MATTER. THE JUNE 24, 2002
INCIDENT REGARDING HER HUSBAND'S DEATH IS UNDISPUTED - BUT
DUE TO THE LENGTH OF THE MARRIAGE; THE RECENT DIVORCE;
ODJFS AND
NO ECONOMIC BENEFITS PAID TO THE GRIEVANT; AND ~~ODJFS~~ GRANTING
OF AN ADDITIONAL LEAVE DAY (FRIDAY-MAY 28) - THE SUSPENSION
SHALL BE REMOVED AND THE GRIEVANT IS GRANTED!

ISSUED AT: ODOT - DISTRICT-12

DATE: 10/23/03

ARBITRATOR'S
SIGNATURE: 