

#1730

BENCH DECISION AND AWARD

EXPRESS DATA

ARBITRATOR: SANDRA FURMAN

HEARING DATE: DECEMBER 8, 2003

GRIEVANT: L. C. TAYLOR

GRIEVANCE #: 27-11-(030625)-1392-01-05

DEPARTMENT: DR & C

UNION: OCSEA

MANAGEMENT ADVOCATE: RON CAMPBELL

UNION ADVOCATE: ROBERT JONES

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

Grievant charged w/ violation of #2c
 for 2 separate incidents of tardiness occurring
 January + April 2003. The facts are not in dispute; the level
 of discipline is challenged by G. At the time the prior
 discipline stretched over a 2 yr period, it is well within
 window contemplated by the contract. The discipline is
 progressive. It is the sincere hope of this Arbitrator that
 it will be corrective. Grievance denied.

ISSUED AT:
DATE:Lebanon, OH
12-08-03ARBITRATOR'S
SIGNATURE:

[Signature]