

THE STATE OF OHIO AND  
OHIO CIVIL SERVICE EMPLOYEES ASSOCIATION,  
AFSCME, LOCAL 11  
LABOR ARBITRATION PROCEEDING

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In The Matter of the Arbitration Between:

The State of Ohio

-and-

Ohio Civil Service Employees Association,  
AFSCME, Local 11

JULY 1, 2005 GRIEVANCES

| <u>Grievants:</u>       | <u>Grievance Numbers:</u> |
|-------------------------|---------------------------|
| Herman Whitter          | 02-10-20050502-0010-01-03 |
| Robert Robinson         | 33-00-20050824-9003-01-04 |
| Lois Sunderland-Hammond | 10-01-20050818-0022-01-14 |
| Patricia Foist          | 24-13-20050926-1178-01-04 |
| Doug Mosier             | 27-20-20050921-6843-01-03 |
| Chad Theil              | 27-15-20050817-1204-01-03 |
| A. Sarven               | 27-15-20050817-1205-01-03 |
| Toya James-Harris       | 27-15-20050817-1206-01-03 |
| Janel Gonzales          | 27-15-20050817-1207-01-03 |
| Clifford Dunnagan       | 27-15-20050817-1208-01-03 |
| Keith Brobst            | 27-15-20050817-1209-01-03 |
| Julian Alexander        | 27-15-20050817-1210-01-03 |
| Joshua Smith            | 27-15-20050817-1211-01-03 |
| John Brayshaw           | 27-15-20050817-1212-01-03 |
| Nathan Varnar           | 27-15-20050817-1213-01-03 |
| Andrew Turner           | 27-15-20050817-1214-01-03 |
| Gary Jewell             | 27-15-20050817-1215-01-03 |
| Ryan Britton            | 27-15-20050817-1216-01-03 |
| Perry Vasalee           | 27-15-20050817-1217-01-03 |
| Christopher Driscoll    | 27-15-20050817-1218-01-03 |
| Brian Hinkley           | 27-15-20050817-1219-01-03 |
| Amy Webb                | 27-15-20050817-1220-01-03 |
| Adassa Scott            | 29-04-20050801-0771-01-14 |
| Keith Goudy et al.      | 29-04-20050801-0769-01-14 |
| Keith Goudy             | 29-04-20050801-0770-01-14 |

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**Arbitrator's Opinion and Award****Arbitrator: Harry Graham****Date: December 19, 2005**AppearancesFor the Union

Herman S Whitter

Jennifer J. Neague

Beverly Russell

Ben Naulty

Assistant General Counsel and

Director of Dispute Resolution

Law Clerk

Department of Education

Department of Rehab Services

For the Employer

Mike Duco

Ken Couch

Manager of Dispute Resolution and  
SERB Services

Assistant Deputy Director

Having heard the arguments of the parties in Columbus, Ohio on December 19, 2005, in the matter captioned above I award as follows:

The non-probationary step movement pay referenced in Article 36.03 shall be strictly enforced. Any employees who did not properly receive a pay increase due to error eg. Employees absent on disability who did not have their anniversary date reset correctly, employees who did not receive a step increase including the pay period including July 1, 2005, which commenced June 26, 2005, shall have such errors rectified. The union is responsible for informing the State no later than 90 calendar days from December 20, 2005 of any such situated employees.

12/19/05  
Date:Harry Graham  
Arbitrator Harry Graham