

**ARBITRATION
BENCH DECISION AND AWARD**

ARBITRATOR: David M. Pincus	HEARING DATE: October 13, 2010
GRIEVANT: Clifford Edge	GRIEVANCE #: 27-19-(2009-03-24)-0076-01-03
DEPARTMENT: Rehabilitation and Correction	UNION: OCSEA
MANAGEMENT ADVOCATE: David Lundberg	UNION ADVOCATE: Mike Hill

Issue

Did management violate the Pick-A-Post (PAP) agreement? If so, what shall the remedy be?

Award

Arbitrator Dr. David Pincus enters this award granting the following relief:

1. Management agrees to abide by all contractual parameters governing Pick-A-Post (PAP) agreements.
2. The parties agree to abide by the following agreement (copy of the original attached hereto) signed December 17, 2009 with respects to the Ohio Reformatory for Women's local PAP agreement for Sergeants:

**ORW Pick-A-Post Addendum
December 17, 2009**

The following changes have been agreed upon by the Ohio Reformatory for Women Pick-A-Post Committee:

Management agrees to fill the two vacant sergeant positions at ORW.

Once this is completed, the relief sergeant post will be converted to Relief/IPP.

If a sergeant position becomes vacant, the Relief/IPP sergeant will fill the vacancy until the position is filled.

Management and the union will discuss each sergeant schedule to include hours and late nights. Management will take into consideration their preference and whether it would be operationally feasible on a case-by-case basis.

3. Nothing in this award constricts the Party's contractual rights and responsibilities to negotiate changes to the aforementioned agreement.
4. Nothing in this award stultifies any contractual rights afforded to the Parties under the terms of the collective bargaining agreement (CBA).
5. The arbitrator retains jurisdiction for ninety (90) days from the date of the issuance of this award.

ISSUE AT DATE:

10/13/10

ARBITRATOR'S
SIGNATURE:


