**OCB AWARD NUMBER: 2161**

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| **SUBJECT:** | **ARB SUMMARY # 2161** |
| **TO:** | **ALL ADVOCATES** |
| **FROM:** | **DAVID LONG** |
| **OCB GRIEVANCE NUMBER:** | **27-27-20110606-0026-02-11** |
| **DEPARTMENT:** | Rehabilitation and Correction |
| **UNION:** | SEIU |
| **ARBITRATOR:** | Thomas J. Nowel |
| **GRIEVANT NAME:** | Patricia Callahan |
| **MANAGEMENT ADVOCATE:** | Tyrone J. Reynolds |
| **2ND CHAIR:** | Victor Dandridge |
| **UNION ADVOCATE:** | Emily Paine |
| **ARBITRATION DATE:** | March 13, 2012 |
| **DECISION DATE:** | April 16, 2012 |
| **DECISION:** | DENIED |
| **CONTRACT SECTIONS:** | Section 6.01—Non-Discrimination; Section 8.01—Standard; Section 8.02—Progessive Discipline |
| **OCB RESEARCH CODES:** | 118.01—Discipline-In General; 118.311—Just Cause-Concept of; 118.6481—Dishonesty-In General |
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**HOLDING: Grievance DENIED.**