

OCSEA ARBITRATIONS

Key: S/D=Reinstated with modified discipline
D/S=Removal with some award

ARBITRATION		GRIEVANCE					MODIFICATIONS
DECISION NO.	ARBITRATOR	AGENCY	RESULT	TYPE	CHARGES		
1	Keenan	DRC	S/D	I	Sleeping on Duty	LCA had no length and no specific violations	
2	Duda	ADJ GEN	S/D	R	Tardiness	first arbitration	
3	Graham	DRC	S/D	R	Insubordination		
4	Klein	DRC	Denied	R	Use of force		
5	N/A	DRC	S/D	R	Settlement	5-day suspension	
6	Feldman	MH	S/D	R	Neglect of Duty		
7	Pincus	DRC	S/D	R	Absenteeism	Reinstate w/o back pay	
8	Pincus	DRC	Sustained	R	Tardiness		
9	Pincus	MH	Sustained	R	Tardiness		
10	Michael	MRDD	Sustained	R	Threatening		
11	Michael	MRDD	S/D	R	Neglect of Duty	Reinstate w/o back pay	
12	Dworkin	MRDD	S/D	I	Layoff	some reinstated, bumping rights, no award	
13	Duda	ODOT	Sustained	I	Carelessness with equipment	1-day suspension set aside	
14	Keenan	MRDD	S/D	R	Abuse	Reinstate w/o back pay	
15	Duda	DRC	Sustained	R	Threatening inmate		
16	Klein	ODOT	Sustained	I	Neglect of Duty	30-day	
17	Duda	ODOT	S/D	R	Dishonesty	Et. Al others denied	
18	Klein	DRC	Denied	R	Substance Abuse		
19	Pincus	STUDENT	Denied	I	Performance Evaluations	can occur less than year apart	
20	Pincus	STUDENT	Sustained	R	Incompetence	Ohio Student Loan Commission	
21	Feldman	EMPLOY	Denied	I	Holiday Pay		
22	Michael	CRC	Denied	I	Sick Leave	physician's statement	
23	Pincus	MH	Denied	R	Absenteeism		
24	Rivera	CRC	S/D	R	Absenteeism	6-day suspension	
25	Rivera	ODOT	Sustained	I	Seniority	in ODOT contract before OCSEA	
26	Rivera	MH	S/D	I	Failure to sign out	6-day reduced to 4-day suspension	
27	Rivera	MH	S/D	R	Failure to follow work rules	6-day suspension	

28	Rivera	DRC	Denied	R	Insubordination	
29	Keenan	MH	Denied	R	Relationship w/patient	
30	Rivera	ODOT	S/D	I	Failure to report accident	10-day reduced to 4-day suspension
31	Dworkin	MH	S/D	R	Sleeping on Duty	40-day suspension, from mediation settlement*
32	Drotning	EMPLOY	Sustained	I	Work Schedule	OT pay awarded
33	Rivera	TAX	Denied	R	Dishonesty	
34	Katz	DRC	S/D	I	Profanity	2-day and 5-day reduced to 5-day
35	Carter	MRDD	Sustained	I	Sick Leave	3-day suspension set aside
36	Cohen	TAX	Denied	R	Absenteeism	
37	Feldman	MH	Denied	R	Sleeping on Duty	
38	Graham	MH	Sustained	R	Sexual impropriety w/pat.	
39	Klein	MH	Sustained	R	Incompetence	
40	Love	MRDD	Sustained	I	Failure to Maintain Clean Work Area	5-day suspension set aside
41	Love	MRDD	Denied	I	Smoking	3-day suspension
42	Cohen	DRC	Denied	R	Sleeping on Duty	
43	Graham	MRDD	Denied	I	Absenteeism	20-day suspension
44	Rivera	MH	S/D	R	Neglect of Duty	2-day suspension, condition on counseling
45	Love	MRDD	Sustained	I	Neglect of	3-day suspension set aside
46	Love	MRDD	S/D	I	Smoking	3-day reduced to 2-day suspension
47	Michael	RSC	Denied	R	Absenteeism	
48	Cohen	HEALTH	Denied	I	Smoking Policy	arbitrator authority
49	Duda	ODOT	S/D	R	Resignation	allowed to resign
50	Duda	DRC	Denied	I	Sleeping on Duty	5-day suspension
51	Duda	DRC	S/D	I	Insubordination	5-day suspension reduced to written reprimand
52	Graham	MRDD	Denied	R	Sleeping on Duty	
53	Rivera	ODOT	Sustained	I	Failure to Provide Documents	25.08 relevant to discovery
54	Drotning	ODOT	S/D	R	Criminal Conviction	Reinstate w/o back pay, off-duty conduct, nexus
55	Graham	MH	Sustained	I	Work Schedule Change	
56	Pincus	MRDD	S/D	I	Abuse	only MH/MRDD use ORC2903.33 definition
57	Michael	ODOT	Denied	R	Absenteeism	
58	Rivera	MH	Denied	R	Absenteeism	
59	Pincus	MRDD	Denied	R	Sleeping on Duty	
60	N/A	DRC	S/D	R	Settlement	15-day suspension
61	N/A	DRC	S/D	R	Settlement	reinstated w/o back pay
62	N/A	MH	S/D	R	Settlement	30-day suspension

63	Graham	IND REL	Sustained	I	Call-In	2-day suspension set aside
64	Dworkin	ODOT	S/D	R	Insubordination	reinstate and leave of absence w/o pay
65	Cohen	AGING	S/D	R	Absenteeism	Reinstated w/o back pay
66	Michael	MRDD	S/D	R	Drinking on Duty	90-day suspension
67	Michael	DRC	Denied	R	Felony	
68	Duda	DYS	N/A	I	Settlement	2-day suspension reduced to 1-day suspension
69	Duda	MRDD	Sustained	I	Tardiness	1-day suspension set aside
70	Graham	IND REL	S/D	R	Absenteeism	
71	Michael	MRDD	Sustained	R	Sleeping on Duty	
72	Fullmer	MH	S/D	I	Insubordination	2-day suspension reduced to written reprimand
73	Fullmer	MH	Sustained	I	Insubordination	
74	Fullmer	MH	Denied	I	Failure to call in	
75	Keenan	DRC	S/D	I	Article 25.08	arbitrator will hear tapes to select information
76	Love	DRC	Denied	I	Insubordination	1-day suspension
77	Love	DRC	S/D	I	Sleeping on Duty	3-day reduced to 2-day suspension
78	Rivera	TAX	Denied	R	Incompetence	
79	Duda	DRC	Denied	I	Sexual Harassment	5-day suspension
80	Duda	DRC	S/D	I	Insubordination	5-day suspension reduced to written reprimand
81	Graham	ODOT	S/D	R	Political Activity	20-day suspension
82	Love	BWC	S/D	I	Absenteeism	3-day reduced to 2-day suspension
83	Rivera	DYS	S/D	R	Residents Unattended	Reinstate w/o back pay
84	Rivera	ODOT	Denied	I	Report-In Location	
85	Crewson	DNR	S/D	I	Neglect of Duty	5-day reduced to 3-day suspension
86	Rivera	ODOT	S/D	R	Fighting	Fighting, insubordination
87	Helling	MH	Sustained	I	Neglect of Duty	2-day suspension set aside
88	Helling	MH	Denied	I	Tardiness	2-day suspension
89	Drotning	STATE	Sustained	I	Provisional Employees	vs. probationary
90	Keenan	MRDD	S/D	R	Neglect of Duty	20-day suspension
91	Michael	MH	Denied	R	Absenteeism	Absenteeism
92	Duda	ODOT	Sustained	I	Stand-By Pay	
93	Rivera	MH	S/D	I	Work Schedule	Holiday Pay
94	Love	DRC	Sustained	I	Sleeping on Duty	5-day suspension set aside
95	Love	DRC	Sustained	I	Absenteeism	5-day suspension set aside
96	Love	MH	Denied	I	Absenteeism	written reprimand
97	Love	MH	S/D	I	Tardiness	2-day reduced to 1-day suspension

98	Michael	MRDD	S/D	R	incidents	30-day suspension
99	Helling	PS	Sustained	I	Neglect of Duty	1-day suspension set aside
100	Pincus	MRDD	Denied	I	Stand-By Pay	stand-by vs. on-call
101	Helling	MRDD	Denied	I	Neglect of Resident	5-day suspension
102	Helling	MRDD	Sustained	I	Neglect	1-day suspension set aside
103	Helling	MRDD	Sustained	I	Neglect of Duty	5-day suspension set aside
104	Helling	MRDD	Denied	I	Profanity	1-day suspension
105	Rivera	DRC	D/S	R	Excessive force	denied, but full back pay awarded
106	Michael	DYS	S/D	R	Abuse	180-day suspension
107	Rivera	DRC	Sustained	I	Roll Call Pay	
108	Pincus	MRDD	S/D	R	Abuse	
109	Rivera	ODOT	Denied	I	Fighting	10-day suspension
110	Love	DRC	S/D	I	Sleeping on Duty	5-day reduced to 4-day suspension
111	Graham	MH	Denied	R	Absenteeism	
112	Crewson	DAS	Denied	I	Absenteeism	written reprimand, without an opinion
113	Crewson	DAS	S/D	I	Unauthorized use of state vehicle	5-day reduced to 3-day suspension
114	Duda	DRC	Denied	I	Sleeping on Duty	3-day suspension
115	Duda	DRC	Sustained	I	Insubordination	1-day suspension
116	Michael	MRDD	S/D	R	Abuse	120-day suspension
117	Duda	ODOT	S/D	I	Sexual Harassment	30-day reduced to 5-day suspension
118	Pincus	ODOT	S/D	R	Neglect of Duty	Reinstate w/o back pay
119	Love	DNR	Denied	I	Insubordination	1-day suspension
120	Love	DNR	D	I	Absenteeism	3-day suspension
121	Love	HEALTH	S/D	I	Insubordination	written reduced to verbal reprimand
122	Graham	DRC	S/D	R	incident	10-day suspension
123	Dworkin	EMPLOY	Denied	R	Insubordination	
124	Michael	DRC	Sustained	R	Abuse	
125	Cohen	AGING	S/D	R	Absenteeism	Reinstate w/o back pay
126	Michael	MRDD	NA	I	Arbitrability	removal untimely
127	Cohen	CRC	Denied	I	Article 1.05	
128	Rivera	ODOT	Denied	R	Absenteeism	
129	Pincus	MRDD	S/D	R	Criminal offense	Reinstate w/o back pay, 1-yr. probation
130	Cohen	MRDD	S/D	R	Abuse	Reinstate w/o back pay
131	Duda	DRC	Denied	R	Failure to follow work rules	
132	Sharpe	MH	Sustained	R	Abuse	

133	Pincus	DRC	Denied	R	Sleeping on Duty	
134	Rivera	HEALTH	Denied	I	Sign-In/Sign-Out Policy	
135	Rivera	MH	Denied	I	Rest Periods	13.04 has precedence over 13.07
136	Michael	MRDD	S/D	R	Neglect of Duty	Grievance B of A and B*
137	Cohen	ODOT	S/D	R	Absenteeism	Reinstate w/o back pay
138	Michael	MRDD	Denied	R	Tardiness	
139	Michael	ODOT	S/D	I	Neglect of Duty	10-day reduced to 7-day suspension
140	Dworkin	ADJ GEN	S/D	R	Fraud	written reprimand
141	Drotning	MH	S/D	R	Criminal offense	no off-duty nexus
142	Keenan	DAS	S/D	I	Article 1.05	grievant received no award
143	Graham	ODOT	Denied	I	Steward's Pay	
144	Pincus	MH	Denied	R	Criminal offense	
145	Pincus	DRC	Denied	R	Criminal offense	off-duty nexus
146	Pincus	HUMAN	Denied	I	Overtime	FLSA complaint--received full back pay
147	Dworkin	TAX	Sustained	I	Arbitrability	
148	Graham	ODOT	Denied	I	Absenteeism	10-day suspension
149	Pincus	ODOT	Denied	I	Work Schedule	
150	Rivera	EMPLOY	S/D	I	Absenteeism	30-day reduced to 15-day suspension
151	Drotning	MH	S/D	R	Absenteeism	6-day suspension denied;reinstated w/o back pay
152	Dworkin	DRC	S/D	I	Roll Call Pay	policies reinstated
153	Michael	MH	Denied	I	Absenteeism	5-day suspension
154	Duda	DRC	S/D	I	Fighting	10-day reduced to 5-day suspension
155	Rivera	DRC	Denied	R	Coercion of inmate	
156	Graham	MH	S/D	I	Article 1.05	return work to BU; didn't order to fill position
157	Keenan	DRC	Denied	R	Coercion of inmate	
158	Michael	STUDENT	Denied	I	Arbitrability	
159	Rivera	MH	Denied	R	Sleeping on Duty	
160	Drotning	ODOT	Denied	I	Report-In Location	
161	Michael	MRDD	Denied	R	Neglect	
162	Pincus	ODOT	Denied	R	Absenteeism	violated LCA
163	Michael	DYS	S/D	R	Fighting	300-day suspension
164	Drotning	STATE	Denied	I	Timeliness Arbitrability	
165	Graham	MRDD	Denied	R	Abuse	
166	Graham	ODOT	Denied	R	Dishonesty	Grievant did not appear
167	Rivera	MRDD	Sustained	R	Abuse	

168	Cohen	ODOT	S/D	I	Neglect of Duty	15-day reduced to 5-day suspension
169	Klein	ODOT	Denied	I	Change of Work Schedule	not avoidance; operational need
170	Rivera	EMPLOY	Sustained	I	Article 17	later vacated in court
171	Rivera	DRC	S/D	I	Neglect of Duty	15-day reduced to 10-day suspension headphones
172	Sharpe	EMPLOY	Sustained	I	Arbitrability	wrong "agency head"
173	Duda	TAX	S/D	R	Absenteeism	3-day suspension
174	Klein	MH	Denied	R	Bringing weapon	
175	Drotning	ODOT	Sustained	R	Failing Civil Service Exam	
176	Pincus	MH	Denied	R	Absenteeism	
177	Drotning	DAS	NA	I	Arbitrability	disability separation; appealed in court
178	Dworkin	ODOT	Denied	I	Call-In	
179	Graham	DRC	Denied	R	Theft	
180	Cohen	DRC	Denied	R	Excessive use of force	
181	Pincus	DRC	Denied	I	Falsification of Documents	physician's verification 10-day suspension
182	Rivera	ODOT	S/D	I	Fighting	horseplay; 10-day reduced to 3-day suspension
183	Dworkin	MH	S/D	R	Dishonesty	guilty, but circumstantial vs. direct evidence
184	Pincus	ODOT	Denied	R	Failure to report accident	
185	Pincus	DRC	S/D	R	Coercion of inmate	Reinstated w/LCA, EAP
186	Graham	DAS	Sustained	R	Absenteeism	
187	Keenam	HAZ WFB	Sustained	I	Arbitrability	
188	Cohen	MRDD	Sustained	I	Arbitrability	
189	Rivera	MH	Sustained	I	Absenteeism	6-day suspension set aside
190	Duda	IC	Sustained	R	Neglect of Duty	
191	Sharpe	MRDD	Sustained	R	Absenteeism	191A back pay--mitigation of damages
192	Keenan	MH	S/D	R	Abuse	45-day suspension
193	Keenan	ODOT	S/D	R	Theft	Reinstated w/o back pay
194	Rivera	ODOT	Sustained	I	Article 17	demoted with different
195	Rivera	DYS	Sustained	R	Drinking on Duty	
196	Rivera	ODOT	Denied	R	Drinking on Duty	
197	Pincus	DRC	S/D	R	Absse	6-mo suspension
198	Cohen	AGING	S/D	R	Absenteeism	Reinstate w/o back pay
199	Pincus	ODOT	Sustained	I	Call-Back Pay	pay 4 hours
200	Fulmer	DRC	S/D	I	Profanity	disparate treatment 5-day reduced to 1-day susp.
201	Graham	ODOT	Denied	I	Tardiness	10-day suspension
202	Klein	ODOT	S/D	R	Sleeping on Duty	reinstated w/long-term suspension

203	Graham	DRC	Denied	I	Failure to Aid Fellow Officer	10-day suspension
204	Rivera	ODOT	Sustained	I	45-day time limit	10-day suspension
205	Rivera	ODOT	Denied	R	Violating suspension order	
206	Keenan	ODOT	S/D	I	Neglect of Duty	stipulated award 10-day suspension
207	Klein	DRC	NA	R	Probationary Removal**	probationary removal
208	Pincus	DRC	Denied	R	Absenteeism	violated LCA
209	Pincus	MH	Denied	I	Tardiness	6-day reduced to 4-day suspension
210	Graham	MRDD	Sustained	I	Tardiness	6-day suspension set aside
211	Keenan	HAZ WFB	S/D	I	Insubordination	10-day reduced to 5-day suspension due proc. Viol.
212	Drotning	ODOT	S/D	R	Theft	written reprimand
213	Dworkin	EMPLOY	S/D	I	Absenteeism	written, 10-day set aside, 3-day suspension
214	Graham	MH	Denied	I	Tardiness	6-day suspension
215	Klein	EMPLOY	Sustained	I	Vacation Accrual/Longevity Pay	
216	Graham	MH	Sustained	R	Abuse	Self-Defense
217	Cohen	DRC	Denied	R	Absenteeism	
218	Keenan	HAZ WFB	S/D	R	Misuse of position for gain	60-day suspension Hazardous Waste Facility Board
219	Graham	AGRI	Denied	R	Absenteeism	
220	Pincus	DYS	S/D	R	Absenteeism	Reinstated w/o back pay
221	Rivera	DRC	Denied	I	Tardiness	7 min. not de minimis given history
222	Graham	ODOT	Denied	R	Spitting on employees	
223	Cohen	DRC	Sustained	I	Loss of Control of Gun,Vehicle	10-day suspension set aside
224	Rivera	DRC	Denied	R	Relationship w/Inmate	
225	Pincus	DYS	Sustained	I	Insubordination-mandatory OT	3-day, 5-day, 7-day suspensions set aside
226	Graham	EMPLOY	Denied	I	Absenteeism	15-day suspension
227	Smith	DYS	S/D	R	Sleeping on Duty	10-day suspension
228	Dworkin	MRDD	Sustained	I	Personal Leave	
229	Cohen	DRC	Denied	I	Neglect of Duty	15-day suspension, improper perimeter check
230	Smith	ODOT	S/D	R	Theft, Neglect	Reinstated w/o back pay
231	Pincus	DRC	Denied	R	Relationship w/Inmate	
232	Dworkin	DRC	Denied	R	Carelessness	
233	Rivera	ODOT	Denied	I	Absenteeism	15-day suspension
234	Rivera	MRDD	Sustained	I	Authority to Issue Summary Judgment	state moved to vacate in court
235	Smith	ODOT	Denied	R	Theft	
236	Rivera	MRDD	Denied	R	Absenteeism	Arbitrable, EAP after the fact
237	Rivera	ODOT	Sustained	I	Insubordination	10-day suspension set aside

238	Rivera	OVH	Denied	R	Abuse	
239	Rivera	BWC	NA	I	Arbitrability	untimely
240	Smith	DRC	Sustained	I	Neglect of Duty	failed to detect escape 15-day suspension set aside
241	Pincus	MH	S/D	R	Absenteeism, Neglect	Reinstated w/o back pay
242	Dworkin	ODOT	Sustained	I	Article 17	difference In earnings/supervisor demoted
243	Smith	DYS	Denied	R	Sleeping on Duty	
244	Rivera	MH	Denied	R	Tardiness	
245	Rivera	MH	Denied	I	Tardiness	6-day suspension false testimony
246	Pincus	ODOT	Denied	R	Fighting	
247	Drotning	MRDD	Denied	R	Sleeping on Duty	
248	Klein	MH	Denied	R	Job Abandonment	
249	Smith	ODOT	S/D	R	Absenteeism	10-day suspension
250	Cohen	MH	Denied	R	Dishonesty	
251	Cohen	ODOT	S/D	R	Absenteeism	Reinstated w/o back pay
252	Rivera	COMM	Sustained	R	Absenteeism	followed by 252A, 252B
253	Dworkin	MH	Denied	R	Abuse	
254	Smith	MRDD	S/D	R	Abuse	written reprimand
255	Cohen	DYS	S/D	R	Sleeping on Duty	Reinstated w/o back pay
256	Klein	VCH	Denied	I	Change in Work Rule	Veteran's Childrens Home
257	Pincus	DRC	Denied	R	Relationship w/Inmate	
258	Pincus	PS	Denied	R	Absenteeism	
259	Pincus	ODOT	Denied	I	Article 11 33.01, 33.02 ??	providing work shoes
260	Smith	DYS	Denied	R	Abuse	
261	Cohen	DYS	Denied	R	Abuse	
262	Graham	DYS	Sustained	R	Abuse	
263	Pincus	MRDD	Sustained	I	Fighting	13-day suspension set aside self-defense
264	Pincus	MH	Denied	I	Tardiness	6-day suspension, attendance rules apply to OT
265	Drotning	DRC	S/D	R	Conspiring w/inmates	Reinstated w/o back pay
266	Graham	BWC	S/D	R	Fighting	20-day suspension
267	Cohen	MRDD	Denied	I	Neglect of Duty	7-day suspension
268	Pincus	DRC	Denied	R	Falsification of Application	
269	Dworkin	HEALTH	Denied	I	Right to representation	no right at performance evaluation appeals
270	Pincus	DYS	S/D	R	Sleeping on Duty	Reinstated w/o back pay
271	Cohen	DRC	Denied	R	Absenteeism	
272	Bittel	DYS	Denied	R	Abuse	

273	Smith	DRC	Denied	R	Job Abandonment	
274	Rivera	DRC	Denied	R	Tardiness, Falsification	3 grievances/disciplines
275	Graham	ODOT	Sustained	I	Article 13.15	OT paid at double time
276	Bittel	DYS	S/D	R	Sleeping on Duty	5-day suspension
277	Rivera	ODOT	S/D	I	Abuse toward a supervisor	10-day reduced to 5-day suspension
278	Dworkin	DRC	S/D	R	resignation	Reinstate if found fit for duty
279	Graham	DRC	Denied	R	Failure to maintain driver's license	license suspended for 10 years
280	Graham	MH	Sustained	I	Job Abolishment	
281	Graham	MH	Denied	R	Abuse	
282	Pincus	DRC	Denied	R	Neglect	
283	Klein	MH	Sustained	R	Abuse	
284	Klein	DRC	Denied	R	Absenteeism	
285	Klein	DRC	Denied	I	Absenteeism	10-day suspension
286	Smith	PS	S/D	R	Sexual Harassment	15-day suspension
287	Dworkin	MRDD	S/D	R	Neglect	Reinstated w/o back pay
288	Bittel	EXPO C	D/S	R	Neglect of Duty	Removed, 10-day reduced to 5-day, back pay
289	Dworkin	DYS	S/D	R	Sleeping on Duty	reinstated, but will retire at 30 years
290	Rivera	ODOT	Denied	I	Article 17	
291	Rivera	DAS	Denied	R	Unauthorized use of sick leave	
292	Dworkin	DRC	Denied	R	Abuse	
293	Cohen	DRC	Denied	R	Relationship w/inmate	
294	Graham	MRDD	Sustained	R	Abuse	
295	Rivera	DRC	S/D	R	Job Abandonment	10-day suspension
296	Rivera	MH	Denied	R	Abuse	
297	Bittel	EMPLOY	Sustained	I	Article 17	posting
298	Bittel	ODOT	Denied	R	Neglect of Duty	
299	Rivera	DRC	Sustained	I	Article 13.05	emergency during an escape
300	Rivera	DYS	S/D	I	Abuse	3-day suspension
301	Rivera	DYS	Sustained	R	Abuse	
302	Dworkin	DRC	S/D	R	Abuse	reinstated w/o back pay=suspension
303	Graham	DNR	Denied	R	Change in Work Schedule to Avoid OT	
304	Pincus	ODOT	Denied	I	Neglect of Duty	15-day suspension
305	Dworkin	ODOT	S/D	R	Job Abandonment	60-day suspension
306	Graham	DRC	Denied	R	Abuse	
307	Bittel	DRC	S/D	R	Sexual contact w/Inmate	transfer settlement

308	Rivera	DYS	S/D	R	Abuse	180-day suspension
309	Rivera	DRC	Denied	R	Indecent Conduct	
310	Dworkin	IND REL	S/D	R	Improper sick leave	reinstated w/o back pay
311	Graham	EMPLOY	Sustained	I	Job Abolishment	
312	Bittel	DRC	Denied	R	Relationship with inmate	
313	Smith	DRC	S/D	R	Relationship w/inmate	30-day suspension
314	Rivera	DRC	Sustained	R	Aiding inmate escape	
315	Rivera	DYS	NA	R	resignation	Constructive Discharge
316	Cohen	MRDD	Sustained	I	Neglect of Resident	
317	Smith	DYS	Sustained	R	Abuse	
318	Rivera	DAS	S/D	R	Alternating of records	30-day suspension
319	Graham	DRC	Denied	I	Insubordination	refusal to shave beard
320	Dworkin	DRC	D/S	R	Relationship with inmate	voluntarily resign, neutral recommendation
321	Dworkin	DRC	Sustained	I	Job Performance	4-day suspension
322	Drotning	EMPLOY	S/D	I	Bereavement Leave	
322	Drotning	FIRE	S/D	I	Bereavement Leave	
322	Drotning	STUDENT	S/D	I	Bereavement Leave	
323	Bittel	DRC	Denied	I	Drug Usage on State Grounds	
324	Rivera	ODOT	Denied	R	Sexual harassment	
325	Cohen	MRDD	Denied	I	Right to Union Representation	
326	Smith	DYS	S/D	R	Abuse	Reinstated w/0 back pay
327	Bittel	DYS	Sustained	R	Abuse	
328	Cohen	DYS	Denied	R	Abuse	
329	Graham	ODOT	Denied	I	Change in Work Schedule to Avoid OT	
330	Bittel	MRDD	S/D	I	Neglect of Resident	30-day reduced to 10-day suspension
331	Rivera	EMPLOY	S/D	I	Deny Leave	denials were discriminatory/not pay for future mtg.
332	Graham	MRDD	Denied	I	Neglect of Duty--Computer	20-day suspension
333	Rivera	ODOT	S/D	I	Neglect of Duty--Coworker	10-day reduced to 1-day suspension
334	Rivera	DRC	Denied	R	Drug Possession on state	
335	Cohen	MRDD	Denied	I	Neglect of Duty	
336	Dworkin	MH	Denied	I	Bumping Rights	laid-off supervisors
337	Rivera	ODOT	Denied	I	Article 13.15	not an "emergency"
338	Rivera	DYS	S/D	R	Relationship w/youth	Reinstated w/0 back pay, w/LCA
339	Cohen	DRC	Denied	R	Relationship w/inmate	
340	Pincus	MRDD	S/D	I	Job Abolishment	5 grievants reinstated; 12 not reinstated

341	Rivera	OVH	Denied	R	Unauthorized use of sick lv.	
342	Dworkin	DYS	S/D	R	Abuse	suspension
343	Graham	DRC	Denied	I	Article 13.15	not an "emergency"
344	Smith	ODOT	NA	R	Probationary Removal	probationary removal
345	Rivera	EMPLOY	Denied	I	Failing to Pay Overtime	BES meetings deemed voluntary
346	Dworkin	HEALTH	Sustained	I	Denied Meeting Space for Union	cease and desist
347	Bittel	ODOT	NA	I	Arbitrability	untimely
348	Drotning	MH	Denied	I	OIL hours	
349	Graham	EMPLOY	Sustained	I	Article 17	BES post the position presently filled
350	Cohen	AGRI	Denied	R	Absenteeism	3 grievants
351	Pincus	DRC	NA	I	Arbitrability	
352	Rivera	HEALTH	Denied	R	Insubordination	attempt at LCA--grievant refused to sign
353	Dworkin	ODOT	NA	R	Fourth "Preventable" Accident	untimely,
354	Rivera	VCH	D/S	R	Falsification of Application	Veteranns' Children's Home back pay from dismiss
355	Smith	AGRI	Denied	I	Mileage Reimbursement	
356	Bittel	DYS	S/D	R	Improper disability leave	Reinstated w/o back pay
357	Dworkin	ODOT	Denied	R	Fighting	
358	Dworkin	EMPLOY	Denied	I	Fraud	30-day suspension, recommended daughter
359	Rivera	HUMAN	Denied	R	Job Abandonment	
360	Drotning	IC	Denied	I	Pay Range	resigned, new agency, lateral move
361	Cohen	PS	S/D	R	Falsification of Documents	Reinstated w/o back pay
362	Smith	ODOT	Denied	R	Theft	
363	Drotning	BWC	S/D	I	Failure to complete work assignment	15-day reduced to 5-day suspension
364	Bittel	MH	Denied	R	Theft	
365	Klein	ODOT	Denied	I	Overtime distribution	
366	Graham	DRC	Denied	R	Sexual Harassment/Inmate	
367	Dworkin	ODOT	Denied	I	Pre-positioning	
368	Smith	DRC	S/D	R	Abuse	30-day suspension
369	Pincus	MH	Denied	I	Installation of Time Clocks	
370	Cohen	MH	Denied	R	Dishonesty	
371	Pincus	BWC	S/D	R	Absenteeism	Reinstated w/LCA, EAP
372	Smith	DRC	Denied	R	Misuse of position	
373	Cohen	PS	Denied	R	Job Abandonment	
374	Rivera	DRC	Denied	R	Relationship w/inmate	
375	Drotning	BWC	Denied	R	Absenteeism	

376	Drotning	BWC	Denied	R	Absenteeism	
377	Smith	DRC	Denied	R	Violation of work rules	
378	Cohen	ODOT	S/D	R	Theft	Reinstated w/o back pay
379	Rivera	DRC	Sustained	R	Sex with inmates	
380	Drotning	MED BD	S/D	R	Conversion state property	Reinstated w/o back pay
381	Graham	COMM	Denied	R	Absenteeism	
382	Graham	EMPLOY	Denied	I	Article 17	failed to meet minimum qualifications
383	Cohen	MH	S/D	R	Absenteeism	Reinstated w/o back pay
384	Rivera	MH	Denied	R	Job Abandonment	
385	Cohen	ODOT	Denied	I	Article 13.15	no "emergency"
386	Rivera	MRDD	S/D	I	Failure to complete work assignment	10-day reduced to 7-day suspension
387	Pincus	PS	NA	R	Absenteeism	Not arbitrable, untimely
388	Pincus	DYS	S/D	R	Bringing contraband	30-day suspension
389	Smith	HEALTH	Sustained	I	Longevity Pay	based on prior service with HP
390	Pincus	EMPLOY	S/D	I	Federal Funded Positions Controlled	layoffs improper
391	Cohen	BWC	S/D	R	Absenteeism	Reinstatement w/LCA
392	Graham	STATE	Sustained	I	Minimum Qualifications	
393	Graham	TAX	Sustained	I	Article 17	minimum qualifications on PD arbitrable
394	Graham	RSC	Denied	I	Article 17	possessing min. quals at time of application
395	Graham	RSC	Sustained	I	Article 17	met minimum qualifications
396	Graham	HEALTH	Sustained	I	Article 17	employer didn't treat all applicants equally
397	Graham	HEALTH	Sustained	I	Article 17	employer didn't treat all applicants equally
398	Rivera	PS	Sustained	R	Falsification of Documents	
399	Pincus	EMPLOY	S/D	I	Article 17	posting
400	Rivera	MRDD	S/D	I	Sleeping on Duty	10-day reduced to 5-day suspension
401	Dworkin	BWC	Denied	R	Falsification of Application	
402	Drotning	MRDD	Denied	R	Poor Work Performance	
403	Rivera	PS	Denied	R	Falsification of Documents	
404	Smith	MH	Denied	I	Insubordination	mandatory overtime
405	Graham	AGING	Sustained	I	Article 17	met minimum qualifications
406	Cohen	DRC	Sustained	I	Article 1.05	ordered posting position
407	Drotning	DYS	S/D	R	Abuse	1-month suspension
408	Cohen	EMPLOY	Denied	R	Misuse of Position	
409	Pincus	MRDD	Denied	R	Abuse	
410	Cohen	DYS	Denied	R	Drug Possession	off-duty conduct, nexus

411	Pincus	ODOT	NA	R	Probationary Removal	not arbitrable, untimely probationary
412	Smith	TAX	D/S	R	Poor Work Performance	4 weeks back pay
413	Rivera	DRC	S/D	R	Job Abandonment	reinstated w/o back pay, w/LCA
414	Smith	MH	Denied	R	Abuse	
415	Smith	MH	S/D	R	Refusing Mandatory Overtime	60-day suspension
416	Pincus	MH	Sustained	R	Abuse	
417	Smith	EMPLOY	S/D	I	Theft	30-day reduced to 1-day suspension RE: Hurst
418	Graham	MRDD	Sustained	I	Article 17	met minimum qualifications, awarded position
419	Rivera	EPA	Sustained	I	Article 17	improper filing of vacant position
420	Cohen	MRDD	Sustained	I	OIL	285 hours of OIL
421	Rivera	DRC	Denied	R	Abuse	
422	Rivera	ODOT	S/D	R	Absenteeism	30-day suspension w/LCA
423	Pincus	DNR	Sustained	I	Arbitrability/Article 17	new contract controls selection process
424	Smith	MH	Denied	R	Insubordination	
425	Feldman	LOTTERY	S/D	R	Dishonesty	reinstated w/o back pay
426	Smith	EMPLOY	Sustained	I	Intermittent Appts. As Reemploy	
427	Graham	PS	Sustained	I	Article 17	
428	Graham	ODOT	Denied	I	Article 17	
429	Smith	RSC	S/D	R	Absenteeism/Drug Possession	10-day suspension EAP
430	Rivera	COMM	S/D	I	Dishonesty	
431	Cohen	MRDD	S/D	R	Abuse	Reinstated w/o back pay, Dunning decision
432	Smith	DAS	Denied	R	Failure of Good Behavior	
433	Smith	MRDD	Denied	R	Failure of Good Behavior	
434	Pincus	PS	Denied	R	Driving While Intoxicated	
435	Ray	DYS	Sustained	R	Neglect of Duty	
436	Drotning	BWC	S/D	I	Sleeping on Duty	unable to perform job, disability or resign
437	Graham	BWC	Denied	I	Article 17	
438	Rivera	MH	Denied	R	Neglect of Duty	
439	Goldberg	EDUC	S/D	R	Theft	30-day suspension, Hurst decision
440	Graham	DRC	Denied	R	Drug Trafficking	
441	Feldman	ODOT	S/D	R	Driving While Intoxicated	Reinstated w/o back pay, attend alcohol rehab
441	Feldman	ODOT	Denied	R	Failure to Maintain a Driver's License	see 441, disregarded previous award
442	Nelson	DRC	Denied	R	Relationship w/inmate	
443	Rogers	MRDD	S/D	R	Abuse	90-day suspension
444	Pincus	DRC	S/D	R	Failure to Follow Post Orders	60-day suspension, see 444A remedy clarified

445	Cohen	TAX	Denied	R	Resignation	Constructive Discharge?
446	Rivera	PUB DEF	Sustained	R	Request for Unpaid Leave	unpaid leave improperly denied
447	Goldberg	MH	S/D	R	Neglect of Duty	3-day suspension
448	Pincus	MRDD	Sustained	I	Pick-a-Post	operational needs cannot bypass work area
449	Bowers	DRC	Sustained	R	Theft	failure to take timely disciplinary action
450	Rivera	STATE	Sustained	I	Bumping Rights	5-Year Rule
451	Pincus	DRC	Denied	R	Relationship w/inmate	
452	Rivera	DRC	Denied	R	Racial and Abusive Language	
453	Feldman	HUMAN	Denied	R	Falsification of Application	
454	Graham	DNR	Denied	I	Job Abolishment	
455	Rivera	DYS	NA	R	Probationary Removal**	untimely,
456	Nelson	ODOT	S/D	R	AWOL	Reinstated w/o back pay, treatment for sub. Abuse
457	Smith	DAS	Denied	I	Article 17	failed to show senior bidders were qualified
458	Drotning	EMPLOY	S/D	I	Job Abolishment	
459	Drotning	MRDD	Denied	I	Job Abolishment	
460	Smith	MRDD	Denied	I	Layoff	
461	Pincus	PS	Denied	R	Sexual Harassment	
462	Ray	DRC	Denied	I	Promotional Pay Raise	Appendix L controls
463	Drotning	MH	Denied	R	Abuse	not self defense
464	Smith	EPA	Sustained	I	Stand-By Pay	
465	Donnelly	MH	Denied	R	Abuse	violation of LCA, did not complete EAP
466	Nelson	ODOT	Denied	R	Driving State Vehicle w/o License	
467	Drotning	DRC	Denied	I	Bargaining Unit Work/Overtime	
468	Graham	COMM	S/D	I	AWOL	
469	Bowers	EPA	Denied	I	Life Insurance	should have raised issue at bargaining
470	Smith	DRC	Denied	R	Abuse	
471	Rivera	EMPLOY	Sustained	R	Layoff	
472	Pincus	IND REL	Sustained	I	Position Reclassified as Exempt	
473	Graham	BWC	S/D	I	Witness Duty Pay	
473	Graham	COMM	S/D	I	Witness Duty Pay	
473	Graham	ODOT	S/D	I	Witness Duty Pay	
473	Graham	PS	S/D	I	Witness Duty Pay	
473	Graham	TAX	S/D	I	Witness Duty Pay	
474	Nelson	DRC	Denied	I	Grooming Policy	
475	Bowers	DRC	Sustained	I	Personal Leave	

476	Rivera	OHSRA	Denied	I	Job Abolishment	High Speed Rail Authority
477	Rivera	IC	S/D	R	Absenteeism	20-day suspension
478	Feldman	MH	S/D	I	Job Abolishment	
479	Goldberg	DRC	Denied	R	Abuse	Criminal Charges, guilty plea evidence
480	Graham	MH	Denied	R	Sleeping on Duty	
481	Ray	DRC	Sustained	R	Abuse	2 grievants, see 481A for award clarification
482	Rivera	DRC	Denied	R	Drug Related Criminal Offense	off-duty conduct, nexus
483	Rivera	DNR	Denied	I	Job Abolishment	
484	Ray	HEALTH	S/D	I	Class Modernization Back Pay	
484	Ray	STATE	S/D	I	Class Modernization Back Pay	
485	Bowers	MH	Denied	I	Job Abolishment	
486	Bowers	ODOT	Denied	R	Failure to Maintain a Driver's License	DUI
487	Loeb	PUCO	Denied	I	Article 17	promotion, minimum qualifications
488	Bowers	MRDD	Denied	R	AWOL	
489	Graham	ODOT	Sustained	I	Article 1.05	subcontracting for "economy and efficiency"
490	Rivera	MH	NA	R	Abuse	not arbitrable, grievance not filed
491	Ray	DRC	Sustained	I	Overtime	paid for OT would have
492	Rivera	DRC	S/D	I	Failure to complete work assignment	throwing away mail 10-day reduced to 5-day for 1G
493	Nelson	PS	Denied	R	Neglect of Duty	
494	Bowers	ODOT	Sustained	I	Past Practice	leaving work site with vehicle
495	Graham	DRC	Denied	I	Relationship w/inmate	
496	Nelson	MH	Denied	R	Abuse	
497	Graham	ODOT	Sustained	I	Unpaid leave	
498	Nelson	AGRI	Sustained	I	Article 1.05	
499	Rivera	ODOT	Sustained	I	Job Abolishment	not in good faith
500	Bowers	ODOT	Denied	R	Criminal offense	nexus--shoplifting on duty
501	Goldberg	DRC	S/D	R	Failure to Carry Out Assignment	Reinstated w/o back pay, first offense
502	Loeb	DRC	Denied	R	Relationship w/inmate	
503	Goldberg	OVH	Sustained	R	Sexual Harassment	
504	Nelson	DRC	S/D	R	Failure to Cooperate in Investigation	Reinstated w/o back pay
505	Loeb	DNR	S/D	I	Reemployment Rights	
506	Loeb	MH	Denied	R	Physical Assault	
507	Graham	DRC	Sustained	R	Drug Trafficking	
508	Rivera	ODOT	Denied	R	CDL Falsification	
509	Loeb	BWC	S/D	R	Failure of Good Behavior	Suspension (approx. 123 days)

510	Loeb	MH	Sustained	R	Abuse	
511	Feldman	BWC	Denied	I	Article 17	
512	Bowers	DEV	Denied	R	Absenteeism	
513	Rivera	MH	Settlement	R	AWOL	Settment Agreement--resignation
514	Rivera	ODOT	Sustained	I	Sub-Contracting	
515	Nelson	AGRI	NA	I	Arbitrability	untimely
516	Goldberg	MH	Denied	R	Absenteeism	Failed to Comply with EAP Agreement
517	Nelson	DRC	Denied	R	Relationship w/Inmate	
518	Loeb	MH	Sustained	I	Job Abolishment	
519	Nelson	MH	S/D	R	Neglect of Duty	519A changed original arbitration date
520	Rivera	LOTTERY	S/D	R	Tardiness	enter a second LCA, EAP
521	Loeb	DRC	Denied	R	Tardiness	EAP agreement breached
522	Bowers	CRC	Denied	I	Tardiness	
523	Bowers	CRC	Denied	R	AWOL	
524	Feldman	HUMAN	Denied	I	Failure to submit a medical info	
525	Nelson	BWC	Denied	R	Misuse of State Funds/Property	
526	Bowers	MH	Denied	R	Tardiness	
527	Ray	PS	Denied	R	Falsification of Records/Sabotage	
528	Loeb	DRC	S/D	R	Falsification of Documents	90-day suspension
529	Graham	DNR	Sustained	I	Bumping Rights	
530	Nelson	DRC	S/D	I	Insubordination	10-day reduced to 5-day suspension
531	Graham	DRC	Sustained	I	Abuse	
532	Rivera	ODOT	Denied	I	Sub-Contracting	
533	Rivera	PS	Denied	R	Falsification of Schedules	3 grievants
534	Rivera	DYS	Denied	I	Abuse of co-worker	15-day suspension
535	Rivera	MRDD	Sustained	R	Abuse	
536	Graham	PS	S/D	R	Failure to Maintain Driver's License	30-day suspension
537	Bowers	MRDD	Denied	I	Disability Benefits	part-time employees
538	Bowers	DYS	NA	I	Arbitrability	untimely
539	Rivera	MH	Sustained	R	Abuse	
540	Feldman	DRC	Denied	R	Insubordination	
541	Rivera	ODOT	Denied	I	Article 17	junior demonstrably superior
542	Feldman	DYS	Denied	R	Falsification of Documents	
543	Graham	DRC	Denied	R	Relationship w/inmate	
544	Bowers	MH	Denied	R	AWOL	did not fulfil terms of EAP agreement

545	Nelson	MRDD	Denied	I	Article 17	not proficient in minimum qualifications
546	Ray	ODOT	Denied	I	Vacation Leave	does not accrue while on Worker's Comp
547	Bowers	MH	Sustained	R	Abuse	
548	Rivera	DRC	Sustained	I	Article 17	most senior not appointed, timely filed
549	Bowers	MH	Denied	R	Making a bomb threat	
550	Loeb	ODOT	Denied	R	Failure to Maintain CDL	
551	Nelson	ODOT	Sustained	I	Bumping Rights	timely filed
552	Graham	EMPLOY	Denied	I	Discrimination Article 2.01	
553	Nelson	IC	Sustained	I	Probationary Periods	6 month or 1 year
554	Loeb	MH	Denied	I	Job Abolishment	
555	Graham	OVH	Denied	R	Absenteeism	
556	Bowers	PS	Denied	R	Falsification of Documents	
557	Goldberg	MRDD	Denied	R	Abuse	
558	Smith	PS	S/D	R	Failure of Good Behavior	written reprimand
559	Graham	MRDD	Denied	R	AWOL	violated LCA
560	Smith	MRDD	Denied	R	Abuse	violated LCA
561	Rivera	DRC	Denied	R	Failure to Follow Proper Procedure	
562	Rivera	RSC	S/D	I	Neglect of Duty	20-day reduced to 13-day suspension, prior discp.
563	Rivera	DRC	Denied	R	Falsification of Documents	
564	Smith	PS	S/D	I	Mileage Reimbursement	
565	Bowers	MH	Denied	I	Job Abolishment	reorganization for efficient operation
566	Smith	PS	Sustained	R	Misappropriation of Funds	566A--back pay award clarification
567	Graham	INSURAN	Denied	I	Article 17	did not meet minimum qualifications
568	Feldman	MH	Sustained	R	Abuse	
569	Graham	ODOT	Sustained	R	Job Abandonment	FMLA
570	Smith	DYS	Denied	R	Insubordination	
571	Feldman	AGRI	S/D	I	Neglect of Duty	severe conditions service and performance
572	Feldman	MH	Denied	I	Abuse	
573	Bowers	MRDD	Denied	R	Abuse	
574	Ipavec	DRC	Sustained	I	Pick-a-Post	"good management reasons"
575	Pincus	DYS	Denied	R	Insubordination	
576	Rivera	MH	S/D	R	Threatening	30-day suspension, new supervisor
577	Mancini	DRC	S/D	R	Misconduct--alcohol related	reinstated w/o back pay, w/LCA
578	Mancini	DRC	S/D	I	Failure to Follow Proper Procedure	10-day reduced to 3-day suspension
579	Nelson	MH	Denied	R	Abuse	

580	Pincus	MRDD	Sustained	R	Neglect	
581	Pincus	MRDD	Denied	R	Abuse	
582	Smith	DRC	NA	I	Arbitrability	Untimely
583	Graham	DRC	Sustained	I	Article 17	
584	Smith	DRC	NA	R	Resignation	not filed in a timely manner
585	Graham	DRC	S/D	R	Abuse	2-week suspension
586	Ipavec	DRC	Sustained	R	Fighting	
587	Smith	DYS	Denied	R	Misconduct	
588	Bowers	BWC	Denied	R	Falsification of Documents	25-day reduced to 20-day suspension, removed
589	Pincus	DRC	Denied	R	Abuse	
590	Pincus	DYS	Denied	R	Job Abandonment	
591	Ipavec	MH	D/S	R	Criminal offense	back pay for March-Nov.7, 1994 Admin. Leave
592	Mancini	MRDD	Denied	R	Theft	accused has incentive for not telling the truth
593	Nelson	ODOT	Denied	I	Article 17	
594	Dworkin	DNR	Denied	R	Falsification of Documents	
595	Pincus	DYS	Denied	R	Excessive force	
596	Nelson	ODOT	Denied	I	Article 13.02	
597	Bowers	OVH	NA	R	Abuse	procedural errors make grievance not arbitrable
598	Ipavec	CRC	Denied	I	Misusing a State Vehicle	
599	Graham	STATE	Sustained	R	Arbitrator Authority	Article 19.02
600	Graham	DRC	Denied	R	Abuse	
601	Smith	AGRI	S/D	R	AWOL	30-day suspension, disability retirement
602	Nelson	DRC	Denied	R	Letters of Complaint	
603	Pincus	MRDD	Sustained	R	Abuse	
604	Dworkin	DRC	Denied	R	Relationship w/inmate	
605	Feldman	ODOT	Denied	R	Possession of Alcoholic Beverage	
606	Nelson	STATE	Denied	I	Article 13.05	
607	Pincus	DRC	Denied	R	Relationship w/inmate	
607	Pincus	MH	Denied	R	Relationship w/inmate	
608	Mancini	DRC	Denied	R	Drug Trafficking	nexus, dismissal of criminal charges no impact
609	Feldman	DRC	S/D	R	Absenteeism	Reinstated w/o back pay, w EAP , quasi LCA
610	Dworkin	BWC	S/D	R	Fighting	Reinstated w/o back pay
611	Pincus	PS	Denied	R	Dishonesty	
612	Feldman	DYS	Denied	R	Neglect of Duty	violated LCA
613	Nelson	OVH	S/D	R	Accepting Gifts from Resident	2-week suspension

614	Graham	BWC	Sustained	I	Article 17	
615	Dworkin	MRDD	Denied	R	Assault on Co-Worker	
616	Pincus	MRDD	Denied	R	Abuse	
617	Nelson	MRDD	Denied	I	Article 17	
618	Pincus	PS	Denied	R	Sexual Harassment	
619	Smith	BWC	S/D	R	Neglect of Duty	
620	Smith	DRC	Sustained	R	Resignation	Constructive Discharge
621	Smith	DYS	S/D	R	Drug Possession on State Property	15-day suspension, criminal charge had no impact
622	Pincus	DRC	Denied	R	Neglect	
623	Mancini	DRC	Denied	I	Excessive force	10-day suspension
624	Nelson	PS	Denied	R	Falsification of Documents	
625	Bowers	DRC	S/D	R	Relationship w/inmate	suspension
626	Mancini	BUDGET	S/D	R	Failure to perform tasks	suspension
627	Smith	DAS	Sustained	I	Avoiding Overtime Payment	
628	Nelson	DRC	Sustained	I	Arbitrability	
629	Dworkin	BWC	Denied	R	Failure of Good Behavior	
630	Graham	DAS	Denied	I	Report-In Location	
631	Mancini	DRC	Denied	R	Misuse of Position	
632	Feldman	DRC	Denied	I	Resignation	
633	Smith	DNR	S/D	I	Dishonesty	10-day reduced to 2-day suspension
634	Pincus	STUDENT	Sustained	R	Fighting	Student Aid Commission
635	Nelson	BWC	S/D	R	Failure of Good Behavior	4-week suspension
636	Nelson	MH	Denied	I	Insubordination	6-day suspension
637	Smith	ODOT	S/D	R	Sexual Harassment	10-day suspension
638	Pincus	BWC	Denied	R	Failure of Good Behavior	
639	Graham	DNR	Denied	I	Article 17	
640	Nelson	RSC	Denied	R	Drug Possession on State Property	
641	Smith	MH	Sustained	R	Out-of-Pay status	
642	Dworkin	DRC	S/D	R	Sleeping on Duty	90-day suspension w/LCA requiring AA
643	Bowers	DRC	Sustained	R	Fighting	
644	Smith	ODOT	Sustained	R	Job Abandonment	
645	Smith	DRC	Sustained	R	Sexual contact w/Inmate	
646	Feldman	DRC	Denied	R	Racial and Abusive Language	zero tolerance
647	Pincus	TAX	Denied	I	Article 17	exposure to minimum qualifications
648	Nelson	DRC	Denied	R	Failure to report arrest	

649	Smith	MRDD	Denied	R	Abuse	
650	Smith	DRC	Denied	R	Relationship w/inmate	
651	Smith	DNR	Sustained	R	Personal Use of State Equipment	
652	Feldman	DYS	Sustained	R	Theft	
653	Keenan	ODOT	Denied	R	Failed to Take Random Drug Test	violated LCA
654	Murphy	DRC	Denied	R	Insubordination	
655	Nelson	MRDD	Denied	R	Abuse	
656	Smith	DRC	Denied	R	Threatening	
657	Pincus	OVH	Sustained	R	Fighting	
658	Nelson	MRDD	Denied	R	Abuse	
659	Nelson	DRC	Denied	R	Excessive force	
660	Pincus	MRDD	Sustained	R	Threatening	
661	Graham	LIBRARY	Denied	R	Could not perform essential duty	lost driver's license
662	Nelson	DRC	Sustained	R	Sexual contact w/youth	
663	Nelson	ODOT	Denied	R	Absenteeism	incarcerated
664	Pincus	DRC	Denied	R	Relationship w/inmate	
665	Florman	DRC	Denied	R	Excessive force	
667	Brookins	PS	S/D	R	Failure of Good Behavior	30-day suspension
668	Keenan	DRC	S/D	R	Falsification of Job Application	10-day suspension
669	Florman	PS	S/D	R	Neglect of Duty	suspension
670	Brookins	MH	S/D	I	Failure of Good Behavior	6-day reduced to 3-day suspension
671	Keenan	OVH	S/D	R	Probationary Removal	not a probationary employee
672	Nelson	BWC	Sustained	R	Failure to Answer Questions/Admin.	under criminal investigation
673	Smith	DRC	Denied	R	Absenteeism	
674	Nelson	MRDD	Sustained	R	Neglect of Duty	
675	Murphy	MED BD	Denied	R	Falsification of Employment History	
676	Keenan	DRC	Sustained	I	Arbitrability	
677	Dworkin	DRC	S/D	R	Drug Use	
678	Brookins	DRC	S/D	R	Sexual Harassment	Reinstated maximum suspension quasi LCA
679	Feldman	BWC	Sustained	R	Failure to Report to Work	on disability
680	Graham	HEALTH	Sustained	I	Article 17	
681	Brookins	MRDD	Denied	R	Sleeping on Duty	
682	Graham	DRC	Denied	I	Insubordination	
683	Graham	MH	Sustained	I	Abusive Towards Supervisor	
684	Pincus	STATE	Denied	I	Workforce Development Fund	

685	Smith	ODOT	Denied	R	AWOL	violated EAP, didn't sign LCA
686	Brookins	DRC	Denied	R	Resignation	
687	Brookins	BWC	Denied	R	Insubordination	
688	Murphy	DRC	Denied	R	Drug Possession on State Property	
689	Nelson	MH	Sustained	R	Drug Possession on State Property	
690	Graham	ODOT	Sustained	I	Witness Duty Pay	
691	Brookins	MH	S/D	R	Drug Possession on state property	1 mo. Suspension
692	Pincus	ODOT	Denied	R	Theft, Threatening	
693	Pincus	DYS	Sustained	I	Article 17	internal promotion
694	Graham	STATE	Sustained	I	Article 25.08	providing documents
695	Nelson	DRC	Denied	R	Relationship w/inmate	
696	Graham	DRC	Sustained	I	Granting personal, sick leave	
697	Dworkin	EMPLOY	Denied	R	Falsification of Records	
698	Pincus	DRC	Denied	R	Probationary Removal	
699	Pincus	DRC	Denied	R	Relationship w/inmate	
700	Brookins	DRC	Denied	R	Constructive Discharge	
701	Smith	MH	D/S	R	Failure of Good Behavior	Removed, back pay from discharge to award
702	Keenan	DRC	Denied	R	Dealing w/Inmates	
703	Murphy	DNR	S/D	R	Neglect of Duty	6-mo. Suspension
704	Keenan	PS	S/D	R	Off-duty conduct	Reinstated w/LCA from 1996, unlimited duration
705	Stein	DRC	Denied	R	Excessive force	
706	Stein	DRC	S/D	R	Falsification of Documents	Reinstated w/o back pay
707	Graham	HEALTH	Sustained	I	Article 17	clarified in 707A
708	Smith	MRDD	Sustained	R	Abuse	
709	Graham	STATE	NA	I	Arbitrability	
710	Smith	ODOT	S/D	R	Unauthorized use of State Equipment	30-day suspension
711	Stein	CRC	Sustained	R	Neglect of Duty	procedural errors preclude hearing merits
712	Brookins	DYS	S/D	I	Failure to carry out work assignment	15-day reduced to 11-day suspension, proc.error
713	Smith	MRDD	Denied	R	Abuse	
714	Smth	HEALTH	Denied	I	Layoff and Bumping	
715	Pincus	DRC	S/D	I	Falsification of Documents	10-day reduced to 4-day suspension
716	Murphy	INSURAN	Sustained	I	Threats	10-day suspension
717	Murphy	MRDD	S/D	R	Neglect of Duty	oral reprimand
718	Smith	DRC	Denied	R	Dealing w/Inmates	
719	Stein	DRC	Sustained	R	Refusal to Cooperate w/Investigation	

720	Smith	DRC	Sustained	R	Drug Possession	
721	Murphy	DRC	Denied	R	Abuse of co-worker	
722	Stein	OVH	Denied	R	Falsification of Application	
723	Stein	MRDD	Denied	R	Sexual Harassment	
724	Nelson	DRC	Sustained	I	Article 39.01	BU members training contract workers
725	Brookins	DYS	S/D	I	Abusive Towards Supervisor	15-day reduced to 10-day suspension
726	Stein	PS	Denied	R	Tardiness	
727	Brookins	AGRI	Denied	R	Falsification of Documents	
728	Smith	DYS	Sustained	R	AWOL	
729	Stein	ODOT	Denied	R	Threatening	
730	Brookins	DAS	S/D	I	Failure to complete work assignment	15-day reduced to 10-day suspension
731	Nelson	DRC	S/D	R	Drug Possession	Reinstated w/LCA, 3 yr. Drug tested
732	Murphy	DYS	Denied	R	Probationary Removal	
733	Smith	DRC	S/D	R	Failure to carry out work assignment	45-day suspension
734	Brookins	BWC	S/D	R	Job Abandonment	1-month suspension
735	Stein	DRC	S/D	R	Excessive force	10-day suspension
736	Brookins	DRC	Denied	R	Relationship w/inmate	
737	Smith	DRC	Denied	I	Pick-a-Post	OSU Medical Center
738	Brookins	ODOT	S/D	R	Unauthorized use of computer	Reinstated w/o back pay
739	Stein	ODOT	Denied	R	Misuse of State Equipment	
740	Stein	DRC	Denied	R	Dealing w/Inmates	
741	Smith	DRC	S/D	R	Drug Possession	5-day suspension
742	Stein	DRC	Denied	R	Racial and Abusive Language	
743	Smith	ODOT	Sustained	R	Absenteeism	
744	Murphy	DRC	Denied	R	Threatening	
745	Brookins	DRC	S/D	R	Relationship with inmate	1-yr. suspension
746	Brookins	DRC	Denied	R	Inattention to Duty	
747	Stein	DRC	S/D	R	Falsification of Documents	time-served suspension
748	Murphy	DYS	S/D	R	Excessive force	time-served suspension
749	Smith	DRC	S/D	R	Inappropriate use of force	5-day suspension
750	Nelson	DRC	S/D	R	Exchanging Personal Information	Reinstated w/o back pay
751	Stein	MRDD	Sustained	R	Abuse	
752	Stein	HEALTH	S/D	R	AWOL	time served suspension
753	Murphy	AGRI	Denied	R	Neglect of Duty	
754	Smith	MRDD	Denied	R	Abuse	

755	Murphy	MRDD	Sustained	R	Abuse	
756	Brookins	DRC	Sustained	R	Residency Requirement	
757	Graham	MRDD	Sustained	R	Abuse	
758	Stein	DRC	Denied	R	Relationship w/inmate	
759	Murphy	DRC	Denied	R	Abuse	
760	Stein	ODOT	Denied	I	Article 17	did not meet minimum qualifications
761	Murphy	OVH	Sustained	R	Sexual Harassment	
762	Smith	AGRI	S/D	R	Failure to perform tasks	10-day suspension
763	Graham	DRC	Sustained	I	State Service Time	Prior service credit
764	Graham	BWC	Sustained	I	Bereavement Leave	3 days leave, vacation returned
765	Murphy	DRC	Sustained	R	AWOL	prejudicial process tainted charge
766	Stein	ODOT	Denied	I	Article 36.05	point system used properly
767	Graham	DYS	Denied	I	Pick-a-Post	necessary reorganization
768	Smith	DYS	Denied	R	Inappropriate use of state weapon	
769	Stein	DYS	Sustained	I	Roll Call Pay	included in back pay award or settlement
770	Stein	COMM	S/D	I	Tardiness	5-day reduced to 2-day suspension
771	Nelson	RSC	S/D	I	Article 17	Consent Award \$2000
772	Nelson	MH	Denied	R	Failure of Good Behavior	
773	Smith	DRC	Denied	R	Relationship w/inmate	
774	Smith	MRDD	S/D	R	Unapproved behavior	774/775 are same arbitration
775	Smith	MRDD	S/D	R	Unapproved behavior	2-day suspension, position change
776	Nelson	PS	S/D	R	Failure of Good Behavior	Reinstated w/o back pay
777	Graham	COMM	Denied	I	MOU--Job Performance	did not satisfy terms of MOU
778	Stein	DRC	Denied	R	Abuse	
779	Washington	DRC	Denied	R	Abuse	
780	Smith	MH	Denied	R	Failure of Good Behavior	
781	Pincus	CRC	S/D	I	Article 36.05	pay range increase denied
782	Washington	REGENTS	S/D	I	Threatening	45-day reduced to 22-day suspension
783	Stein	DRC	S/D	R	Dishonesty	10-day suspension
784	Murphy	IC	Sustained	I	Service Credit	
785	Smith	DRC	Denied	I	Falsification of Documents	
786	Stein	PS	Sustained	R	Failure of Good Behavior	
787	Pincus	DRC	Sustained	R	Misuse of State Property	2 grievants, see 819, not similarly situated
788	Stein	MH	Denied	R	Abuse	
789	Graham	IC	Denied	I	Seniority Credits	

790	Brookins	DRC	S/D	R	Misconduct	reinstated w/o back pay, w/LCA
791	Keenan	DYS	Denied	R	Absenteeism	
792	Graham	PS	D/S	R	Failure of Good Behavior	Removed, back pay from premature removal date
793	Washington	DYS	Denied	R	Inappropriate contact w/co-worker	
794	Washington	DRC	S/D	R	Examination	Reinstated w/EAP
795	Murphy	DRC	S/D	I	Cross-shift relief	
796	Graham	HEALTH	Denied	I	Report-In Location	designating home as report-in
797	Murphy	COMM	S/D	R	Neglect of Duty	written reprimand
798	Washington	DRC	Denied	R	Relationship w/inmate	
799	Smith	COMM	S/D	I	Insubordination	10-day reduced to 3-day suspension
800	Pincus	DRC	Denied	R	Abuse	
801	Smith	DRC	S/D	R	Act that could discredit employer	Reinstated w/LCA
802	Murphy	DRC	Sustained	I	Article 24.06	personnel records
803	Washington	DRC	Denied	R	Relationship w/inmate	
804	Nelson	MH	Sustained	R	Improper Restraint of Resident	
805	Smith	BWC	Denied	R	Failure of Good Behavior	violated LCA
806	Washington	DNR	Denied	I	Insubordination	
807	Smith	MRDD	Sustained	I	Sexual Harassment	
808	Stein	ODOT	S/D	R	Possession of weapon while on duty	time-serve suspension
809	Keenan	COMM	S/D	I	Tardiness/Insubordination	10-day reduced to 8-day suspension
810	Pincus	HEALTH	Sustained	I	Neglect of Duty	15-day suspension
811	Washington	DRC	Sustained	R	Failure to Follow Post Orders	
812	Graham	DRC	Denied	I	Recall Rights	
813	Graham	ODJFS	Sustained	I	Article 7.10	temporary working levels in exempt--120 days
814	Washington	DRC	S/D	R	Insubordination	denied LCA violation, Reinstated w/o back pay
815	Smith	BWC	Denied	R	Physician's verifcaton	violated LCA
816	Murphy	PS	Sustained	I	Arbitrability	did not involve criminal charges of on-duty actions
817	Graham	ODOT	Denied	I	Article 1.05	
818	Washington	DRC	Denied	I	Violation of Settlement Agreement	institutional seniority credits
819	Pincus	DRC	Denied	R	Misuse of State Property	see 787
820	Pincus	DRC	Denied	R	Failure to Follow Post Orders	
821	Smith	DRC	NA	R	Assault	not arbitrable, untimely
822	Stein	DRC	S/D	R	Failure to carry out work assignment	time-served suspension
823	Pincus	DRC	Denied	R	Threat to Security of Facility	
824	Washington	MH	S/D	R	Insubordination	

825	Smith	DRC	S/D	R	Failure to Follow Post Orders	Reinstated w/o back pay
826	Smith	DRC	Denied	R	Failure to Report Work Rule Violation	
827	Smith	DRC	Denied	R	Lying	
828	Washington	DYS	Denied	I	Neglect of Duty	mandatory overtime
829	Brookins	CRC	Denied	I	Falsification of Documents	leave forms
830	Smith	DRC	Denied	R	Lost keys and did not report loss	
831	Smith	IC	Denied	I	Stand-By Pay	no readiness requirement
832	Washington	DRC	Denied	R	Threatening	
833	Smith	COMM	Denied	R	Incompetence	
834	Washington	COMM	Sustained	R	Theft of State Property	
835	Murphy	HEALTH	Denied	I	Article 2.01	ADA accommodation
836	Washington	DRC	Denied	R	Relationship w/inmate	
837	Stein	DRC	Denied	R	Excessive force	
838	Stein	MRDD	Denied	R	Failure to report for random drug test	violated LCA when failed to complete EAP
839	Nelson	DRC	Denied	I	Facility Closure	Lima Correctional Facility
840	Stein	DRC	NA	R	Excessive force	not arbitrable, timeliness
841	Brookins	DAS	Denied	R	Failure of Good Behavior	
842	Washington	DYS	Sustained	R	Falsification of Documents	OIL
843	Stein	DRC	Denied	R	Relationship w/inmate	
844	Graham	DAS	Sustained	I	Denial of Leave	union may request rationale
845	Smith	MH	Denied	I	Inappropriate socialization former	5-day NOT reduced to 2-day fine--grievant attitude
846	Smith	DRC	Sustained	R	Job Abandonment	no back pay--not in active pay status
847	Brookins	PS	Denied	R	Dishonesty	
848	Stein	MH	Denied	R	Insubordination	
849	Brookins	DRC	S/D	R	Misuse of Information	2-day suspension
850	Brookins	PS	Denied	R	Failure of Good Behavior	
851	Stein	MRDD	Denied	R	Abuse	
852	Stein	MH	S/D	R	Abuse	2-day suspension
853	Nelson	MH	Denied	I	Article 2	position elimination
854	Murphy	COMM	Denied	I	Insubordination/Neglect of Duty	
855	Murphy	BWC	S/D	I	Insubordintaion	10-day reduced to 3-day suspension
856	Smith	DRC	Denied	R	Abuse	
857	Murphy	DYS	Sustained	R	Disability Separation	return from disability separation
858	Pincus	MRDD	Denied	R	Misappropriation/Exploitation	
859	Washington	AGRI	Sustained	R	Neglect of Duty	

860	Pincus	DRC	Denied	I	Pick-a-Post	
861	Stein	ODOT	S/D	R	Failing to Cooperate in Investigation	3-day suspension
862	Nelson	DYS	Denied	R	Tardiness	
863	Stein	BWC	Sustained	I	Article 17	
864	Murphy	ODJFS	Denied	R	Appendix Q	ETA's
865	Washington	MH	S/D	R	Threatening	5-day suspension
866	Graham	DRC	S/D	R	Relationship w/inmate	time-served suspension
867	Washington	DYS	Denied	R	Threatening	
868	Washington	DRC	Denied	R	Failure to Cooperate in Investigation	
869	Pincus	STATE	S/D	I	Article 36.05	pay range adjustment
870	Smith	MRDD	Sustained	R	Abuse	
871	Smith	DRC	Denied	I	Article 2	Pregnancy OCRC jurisdiction
872	Smith	BWC	S/D	R	Neglect of Duty	10-day suspension
873	Pincus	DRC	Denied	R	Absenteeism	
874	Washington	DRC	Denied	R	Criminal offense	nexus
875	Washington	DRC	Denied	R	Relationship w/inmate	
876	Brookins	MRDD	Denied	R	Abuse	
877	Brookins	DYS	Denied	I	Article 28.03	
878	Washington	DRC	S/D	R	Absenteeism	Reinstated w/o back pay FMLA
879	Washington	DYS	Denied	R	Excessive force	
880	Brookins	MRDD	Denied	R	Failure to Follow Policy	
881	Nelson	MRDD	Denied	R	Use of vulgar and abusive language	
882	Smith	OVH	Denied	R	Failure to Report Patient Neglect	
883	Brookins	DRC	Denied	R	Job Abandonment	
884	Stein	DRC	Denied	I	Article 13.07	temporary CO for contractors
885	Smith	DRC	Denied	R	Relationship w/inmate	
886	Pincus	DAS	Sustained	R	Failure of Good Behavior	
887	Murphy	OVH	Denied	I	Article 28.03	Brookins decided arbitrability in 877
888	Washington	AGRI	S/D	I	Sexual Harassment	10-day doesn't stand, 30-day reduced to 20-day susp
889	Pincus	PS	Denied	I	Article 31.10	personal, vacation accrual during Military Leave
890	Brookins	DRC	S/D	R	Relationship w/Inmate	60-day suspension
891	Pincus	DRC	Denied	R	Abuse	
892	Graham	MRDD	Sustained	R	Abuse	
893	Pincus	DRC	Denied	R	Relationship w/parolee	
894	Brookins	MRDD	Sustained	R	Abuse	

895	Pincus	MRDD	Sustained	R	Abuse	
896	Brookins	MRDD	Sustained	R	Abuse	
897	Graham	DRC	Sustained	I	Pregnancy Hazards	
898	Graham	OVH	S/D	R	Workplace Violence	reinstated w/o back pay, w/LCA
899	Washington	ODJFS	Denied	R	Making false, abusive, obscene state.	
900	Smith	DRC	Sustained	I	Layoff and Recall Rights	
901	Washington	ODJFS	Denied	R	Falsification of Documents	
902	Washington	ODOT	Denied	R	Falsification of Documents	
903	Nelson	DRC	NA	I	Article 1.05	Untimely--2 1/2 years
904	Graham	ODJFS	Denied	I	Job Performance	
905	Smith	DRC	Denied	R	Criminal offense	off-duty conduct, nexus
906	Smith	REGENTS	Denied	R	Tardiness	
907	Brookins	DYS	S/D	R	Excessive force	Reinstated w/o back pay
908	Stein	DRC	Denied	R	Excessive force	
909	Brookins	DYS	S/D	R	Possession of weapon	reinstated w/o back pay, w/LCA
910	Brookins	DRC	Denied	R	Threatening	
911	Washington	DRC	Denied	R	Threatening	
912	Pincus	DRC	Denied	I	Article 17	minimum qualifications
913	Brookins	DRC	Denied	R	Sexual Misconduct	
914	Graham	DRC	S/D	R	Failure to report contraband	Written reprimand
915	Stein	DYS	S/D	R	Excessive force	15-day suspension
916	Smith	DRC	S/D	R	Neglect of Duty	Reinstated w/o back pay
917	Graham	MRDD	Sustained	I	Article 36.03	
917	Graham	MRDD	Sustained	I	Article 36.03	
917	Graham	RSC	Sustained	I	Article 36.03	
918	Pincus	STATE	S/D	I	Emergency Leave Article 13	power outage class action
919	Smith	DRC	Denied	R	incident	Arbitrable
920	Stein	BWC	Denied	I	Artcile 17	fall back rights
921	Washington	DRC	Denied	R	Tardiness	violated LCA
922	Murphy	DRC	Denied	R	Threatening an inmate	
923	Pincus	DRC	Denied	R	Failure to Follow Post Orders	
924	Graham	INSURAN	Sustained	R	Unauthorized use of state property	
925	Washington	ODJFS	Denied	R	AWOL	
926	Stein	DYS	S/D	R	Excessive force	7-day suspension
927	Stein	DYS	S/D	R	Excessive force	15-day suspension

928	Stein	DYS	Denied	R	Absenteeism	
929	Pincus	DRC	S/D	R	Failure to Report Work Rule Violation	Reinstated w/o back pay
930	Smith	OVH	Sustained	I	Denying Personal Leave	Class Action
931	Washington	DRC	Denied	R	Tardiness	violation of LCA
932	Nelson	DRC	S/D	R	Making false, abusive, obscene state.	send to physician, if fit to work reinstate on LCA
933	Smith	DRC	Sustained	R	Abuse	
934	Pincus	IC	S/D	I	Vacation Leave	Consent Award
935	Pincus	MRDD	Denied	R	Workplace Violence	
936	Smith	ODJFS	NA	R	Probationary Removal**	not arbitrable
937	Graham	RSC	Denied	I	Article 17	selection procedure
938	Nelson	PS	Denied	I	Article 17	failure to show minimum qualifications
939	Stein	PS	Denied	I	Demotion	grievant not skilled to perform work
940	Washington	DRC	D/S	R	Preferential Treatment to Inmate	Removal, \$5,000 back pay
941	Pincus	DRC	Denied	I	Article 11 Pregnancy	"ghost posts" denied
942	Nelson	DYS	Denied	R	Insubordination	
943	Washington	DYS	Sustained	R	Excessive force	
944	Stein	ODOT	Denied	R	Under influence of drug	
945	Murphy	DRC	Denied	R	Threatening an inmate	
946	Brookins	DYS	Denied	R	Excessive force	
947	Pincus	DYS	Sustained	R	Sexual Conduct w/Youth	
948	Murphy	AGRI	Denied	R	Resignation	Constructive Discharge?
949	Brookins	DRC	Sustained	I	Violation of Settlement Agreement	strip searches
950	Nelson	STATE	S/D	I	Holiday Pay	appealed in court
951	Smith	MH	S/D	R	Abuse	2-day suspension
952	Graham	DYS	S/D	R	Abuse	1-day suspension
953	Nelson	DRC	Denied	R	Preferential Treatment to Inmate	
954	Washington	PS	Denied	I	Notification of Absence	
955	Brookins	DYS	Denied	R	Unwarranted use of force	
956	Nelson	ODOT	Denied	R	Organizing a Work Stoppage	
957	Washington	DRC	S/D	R	Threatening an inmate	Reinstated w/2-day fine, required EAP
958	Nelson	MH	Denied	R	Failure of Good Behavior	
959	Stein	STATE	S/D	I	Attornies	
960	Pincus	STATE	S/D	I	Weather	Class Action
961	Smith	DRC	Denied	R	Failure to Follow Post Orders	violated LCA
962	Smith	HEALTH	Denied	I	Article 11	preexposure hepatitis B vaccinations

963	Murphy	OVH	Denied	I	Article 1.05	EEO Officer selection
964	Graham	ODJFS	S/D	R	Absenteeism	30-day suspension, regarded as "last chance"
965	Washington	MRDD	Denied	R	Failure to Report Incident	
966	Washington	DRC	S/D	R	Failure to Follow Post Orders	Reinstated, 5-day fine for rule violation
967	Pincus	DRC	Denied	R	Abuse	
968	Brookins	DYS	Denied	R	Excessive force	Alford Plea
969	Washington	PS	S/D	R	Failure to complete work assignment	Reinstated w/o back pay, w/LCA, EAP
970	Murphy	OVH	S/D	R	Neglect	3-mo. Suspension
971	Brookins	DYS	S/D	R	Unwarranted use of force	Reinstated w/o back pay
972	Brookins	DYS	S/D	R	Sexual contact w/youth	3-mo. Suspension
973	Smith	EPA	Sustained	I	Part-Time Vacation "Dump"	
974	Pincus	DRC	Denied	R	Abuse	2 grievants
975	Washington	DYS	Denied	R	Unwarranted use of force	
976	Nelson	DAS	Denied	I	Article 17	properly assigned points
977	Smith	PS	Denied	I	Overtime Pay	
978	Nelson	DYS	Denied	R	Neglect of Duty	
979	Washington	DRC	Denied	I	Arbitrability	proper resolution in Article 19--WOC
980	Brookins	AGRI	D/S	R	Failure to extend VISA	25% of back pay requested
981	Murphy	LOTTERY	Denied	R	Constructive Discharge	
982	Pincus	DRC	Denied	R	Falsification of Documents	
983	Smith	OVH	S/D	R	Job Abandonment	30-day suspension
984	Washington	DYS	Sustained	I	Assault	state failed just cause/G not found innocent
985	Smith	TAX	Sustained	R	Threatening	
986	Washington	BWC	Denied	I	Attendance--Improper Call	20-day suspension
987	Brookins	DRC	S/D	R	Fighting	3-mo. Suspension
988	Allen	DRC	Sustained	I	SHP for drug testing	
989	Brookins	DNR	Sustained	I	Arbitrability	prima-facie case RE:1024
990	Washington	STATE	Denied	I	Holiday Pay	part-time employees
991	Smith	OVH	S/D	R	Failure to follow policy	Reinstated w/o back pay
992	Smith	OVH	S/D	R	Out of work area	5-day suspension
993	Murphy	MH	Denied	R	Physician's verification	violated LCA
994	Pincus	RSC	S/D	I	Article 17	valid assessments 2 promoted/2 later
995	Brookins	DYS	S/D	R	Unwarranted force	Reinstated w/LCA
996	Washington	DYS	S/D	R	Unwarranted force	10-day suspension
997	Washington	ODOT	Denied	I	Short-term operational need	Class action--snow removal shifts

998	Murphy	DRC	Denied	R	Failure to report arrest	
999	Washington	IC	S/D	R	Sleeping, threatening	15-day suspension, w/LCA and EAP
1000	Washington	PS	Denied	I	Article 13.15	weather emergency
1001	Washington	OVH	Sustained	I	Failure to follow policy	tax enforcement
1002	Washington	DYS	Denied	R	Unwarranted use of force	
1003	Brookins	DRC	Denied	R	Using cellphone	
1004	Nelson	COMM	S/D	I	Article 17	award of position based on new test score
1005	Murphy	RSC	Denied	R	Failure to do job duties	
1006	Pincus	BWC	Sustained	R	Falsification of Documents	
1007	Allen	OVH	Denied	R	Neglect	
1008	Washington	MH	Denied	I	Holiday Pay	
1009	Lyons	OVH	Denied	I	Article 1.05	
1010	Allen	DRC	Denied	R	Neglect	
1011	Nelson	OVH	Denied	I	Union Representation	
1012	Murphy	MRDD	Denied	R	Out of work area	
1013	Washington	ODOT	S/D	R	Threatening	suspension must complete EAP
1014	Pincus	STATE	Sustained	I	Appendix M	
1015	Allen	DYS	S/D	R	Unwarranted use of force	45-day suspenson
1016	Nelson	COMM	Denied	R	Misuse of Computer	
1017	Pincus	OVH	Denied	R	Exceed Sick Leave Balance	Arb 991
1018	Murphy	ODOT	D/S	I	Uniforms	
1019	Nelson	MRDD	Denied	I	Sick Leave Accrual	
1020	Allen	DYS	Denied	R	Unwarranted use of force	
1021	Murphy	BWC	Denied	R	Physician's verificaton	
1022	Allen	DYS	Sustained	R	Failure to protect youth	
1023	Allen	DYS	Denied	R	Unwarranted use of force	
1024	Brookins	DNR	Denied	I	Article 1.05	Exempt, Non-Exempt Duties, Hybrid Position
1025	Pincus	DRC	Denied	R	Criminal offense off-duty	nexus "malum in se" acts
1026	Allen	DYS	Denied	R	Unwarranted use of force	
1027	Pincus	MRDD	Denied	R	Abuse	
1028	Washington	MRDD	Sustained	R	Abuse	
1029	Allen	DRC	Sustained	R	Excessive force	
1030	Pincus	DEV	Denied	R	Neglect of Duty	
1031	Feldman	OVH	Denied	R	Absenteeism	violated LCA
1032	Lyons	DYS	Sustained	R	Unwarranted use of force	

1033	Smith	BWC	Denied	R	Sleeping on Duty	
1034	Ruben	DYS	S/D	R	Unwarranted use of force	Reinstated w/o back pay, 10-day suspension
1035	Lyons	DRC	Sustained	I	IC Hearing Admin. Leave	
1036	Graham	DRC	Denied	I	PSMQ's	Article 5
1037	Lyons	MRDD	S/D	R	Neglect	reduced to five-day suspension
1038	Ruben	DYS	NA	I	Arbitrability	Article 1.05, untimely
1039	Allen	DYS	S	R	Dishonesty/Actions that could harm	
1040	Nelson	COMM	D	R	Leaving Work Area/Dishonesty	19 1/2 years service