

INTRODUCTION



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This index covers arbitration decisions 1 through 1040. It is divided into nine parts. The following sections are located in this index:

- 1) **Topic Headings**
- 2) **Index by Topic**
- 3) **Index by Contract Section**
- 4) **Summary by Arbitration Number**
- 5) **Index by Agency**
- 6) **Index by Arbitrator**
- 7) **Appealed Arbitration Decisions**
- 8) **Goldstein Pick-a-Post Decision Synopsis**
- 9) **Spreadsheet of Arbitrations**

In order to research a particular issue, you should review the following:

1) List of Topic Headings: This is a list of the headings which follow in the **Index by Topic**. This list shows how the **Index by Topic** is organized. For example, to find a decision on a supervisor's right to bump into the bargaining unit, the reader can scan through this list and find, "Bumping Rights, Supervisors." Also, arbitration numbers for all arbitration decisions concerning each topic heading are included in this list.

2) Index by Topic: This index allows the user to look up topics such as absenteeism, progressive discipline, credibility of witnesses, disparate treatment, evidence, overtime, etc.

Under each topic, there are one or more statements. Each statement is either a direct quote of an Arbitrator about the topic or a paraphrase of his/her statement.

This index can be used to get a general overview of what Arbitrators have said about each topic. It should be noted that different Arbitrators sometimes have differing views about the same topic.

If there is no paragraph after a particular topic, it means that the issue was not discussed in arbitration decisions 681 through 700. However, that topic may have been discussed in earlier indexes.

To get a more complete statement of the Arbitrator's view, you should first refer to the **Summary by Arbitration Number** Section which is contained in this volume. For more depth, read the arbitration summary. If further information is needed, request a copy of the arbitration opinion itself from your staff representative. Also, you can obtain a copy of the award from the OCSEA web page (www.ocsea.org).

3) Index by Contract Section: This section is organized in numerical order by contract article. Some articles are not included in the index since they have not yet been examined by an Arbitrator. All contract sections refer to the 2003 through 2006 and the 2006 through 2009 Contracts.

To get a more complete statement of the Arbitrator's view, you should first refer to the **Summary by Arbitration Number** contained in this volume. For more depth, read the arbitration summary. If further information is needed, request a copy of the arbitration opinion itself from your staff representative. Also, you can obtain a copy of the award from the OCSEA web page (www.ocsea.org).

4) Summary by Arbitration Number: This portion of the index is organized by arbitration opinion number. The grievant's name and the grievance number are listed on the same line as the opinion number. Below these are listed the Arbitrator, the issue, the contract sections discussed, topic headings, the grievant's employment situation, the Arbitrator's decision and the reason for the decision.

The user can read this section to obtain a brief description of the opinion. More information can be obtained by referring to the Arbitration Summary and to the arbitration opinion itself. The latter can be obtained from your staff representative. Also you can obtain a copy of the award from the OCSEA web page (www.ocsea.org).

5) Index by Agency: This section lists arbitration decisions according to the state department or bureau involved. The user can turn to the **Summary by Arbitration Number** in this volume to find out more about cases by agency. For additional information, the user can refer to the Arbitration Summaries. For even more information, the user can refer to the arbitration opinion itself which can be obtained from staff representatives. Also, you can obtain a copy of the award from the OCSEA web page (www.ocsea.org).

6) Index by Arbitrator: This section gives the user a quick method of locating decisions handed down by a particular Arbitrator. Used in conjunction with the **Index by Topic**, the user can readily identify whether or not a particular Arbitrator has had the opportunity to make a decision regarding any topic within this volume.

7) Appealed Arbitration Decisions: This section is a list of the arbitration decisions that have been appealed by either the State or OCSEA. All appeals from opinion numbers 1 through 700 are included in this list. These decisions have been indicated throughout with ** (two asterisks).

8) Goldstein Decision: This is an Arbitrator's award dealing with the work area for direct care employees.

9) Spreadsheet of Arbitrations: This is a spreadsheet of all arbitration decisions, which includes the arbitration number, the arbitrator, the agency, the decision, whether it is a removal or an issue, the charges, and any modifications or clarifying comments.