

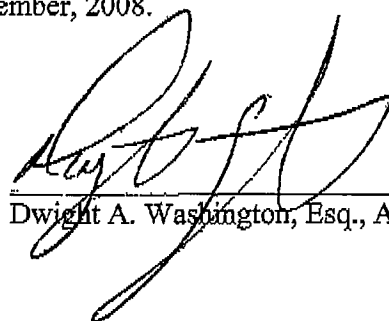
LINO BARTOLOZZI
REVISED NOVEMBER 14, 2008

#1013

Given the state of the record, the remedy is as follows:

1. Removal reduced to a suspension;
2. The Grievant shall be reinstated, without back pay or any other benefit, effective November 17, 2008;
3. All benefits and insurance shall be reinstated effective November 17, 2008;
4. Grievant shall perform all necessary steps to enroll in an Ohio EAP-designed anger-management program on November 17, 2008;
5. If the Grievant fails to complete the EAP program, his removal shall be immediately reinstated.
6. This Arbitrator retains jurisdiction over this matter for a period of six months.

Respectfully submitted this 14th day of November, 2008.



Dwight A. Washington, Esq., Arbitrator