

BENCH DECISION AND AWARD

~~NTA~~

ARBITRATOR: Susan Grody Ruben	HEARING DATE: Sept. 12, 2011
GRIEVANT: Michael A. Hill	GRIEVANCE #: 27-19-(2010-12-01)-036-01 -03
DEPARTMENT: DRC	UNION: OCSEA
MANAGEMENT ADVOCATE: David Lundberg	UNION ADVOCATE: Michael A. Hill

ISSUE

Was the discharge for just cause? If not, what is the appropriate remedy?

RECEIVED / REVIEWED

#1089

SEP 12 2011

OCSEA OFFICE OF GENERAL COUNSEL

AWARD

The discharge was not for just cause. The Grievant is to be reinstated within 7 calendar days with full backpay and any and all other elements of a make-whole remedy, including but not limited to, reinstatement of seniority including that which would have accrued during the period of removal, health expenses incurred due to the loss of any health insurance benefits, lost overtime and/or roll call opportunities, and any and all leave balances plus any leave that would have

ISSUED AT: DATE: 9.12.11

ARBITRATOR'S SIGNATURE: Susan Grody Ruben

FOR DENIED WORKING SUSPENSIONS - Grievant's Choice: Fine _____ OR Leave Reduction (pick one)
Vacation _____ Personal _____ Comp Time _____

Grievant's Signature: _____

accrued during the time of removal.