

#917

THE STATE OF OHIO AND
OHIO CIVIL SERVICE EMPLOYEES ASSOCIATION,
AFSCME, LOCAL 11
LABOR ARBITRATION PROCEEDING

In The Matter of the Arbitration Between:

The State of Ohio

-and-

Ohio Civil Service Employees Association,
AFSCME, Local 11

RECEIVED / REVIEWED
DEC 19 2005
OCSEA-OFFICE OF
GENERAL COUNSEL

JULY 1, 2005 GRIEVANCES

<u>Grievants:</u>	<u>Grievance Numbers:</u>
Herman Whitter	02-10-20050502-0010-01-03
Robert Robinson	33-00-20050824-9003-01-04 ✓
Lois Sunderland-Hammond	10-01-20050818-0022-01-14
Patricia Foist	24-13-20050926-1178-01-04 ✓
Doug Mosier - <i>Angela Medina</i>	27-20-20050921-6843-01-03
Chad Theil	27-15-20050817-1204-01-03 ✓
A. Sarven	27-15-20050817-1205-01-03 ✓
Toya James-Harris	27-15-20050817-1206-01-03 ✓
Janel Gonzales	27-15-20050817-1207-01-03 ✓
Clifford Dunnagan	27-15-20050817-1208-01-03 ✓
Keith Brobst	27-15-20050817-1209-01-03 ✓
Julian Alexander	27-15-20050817-1210-01-03 ✓
Joshua Smith	27-15-20050817-1211-01-03
John Brayshaw	27-15-20050817-1212-01-03
Nathan Varnar	27-15-20050817-1213-01-03
Andrew Turner	27-15-20050817-1214-01-03
Gary Jewell	27-15-20050817-1215-01-03
Ryan Britton	27-15-20050817-1216-01-03
Perry Vasalee	27-15-20050817-1217-01-03
Christopher Driscoll	27-15-20050817-1218-01-03
Brian Hinkley	27-15-20050817-1219-01-03
Amy Webb	27-15-20050817-1220-01-03
Adassa Scott	29-04-20050801-0771-01-14
Keith Goudy et al.	29-04-20050801-0769-01-14
Keith Goudy	29-04-20050801-0770-01-14

Arbitrator's Opinion and Award
Arbitrator: Harry Graham
Date: December 19, 2005

Appearances

For the Union

Herman S Whitter

Jennifer J. Neague
Beverly Russell
Ben Naulty

Assistant General Counsel and
Director of Dispute Resolution
Law Clerk
Department of Education
Department of Rehab Services

For the Employer

Mike Duco

Ken Couch

Manager of Dispute Resolution and
SERB Services
Assistant Deputy Director

Having heard the arguments of the parties in Columbus, Ohio on December 19, 2005, in the matter captioned above I award as follows:

The non-probationary step movement pay referenced in Article 36.03 shall be strictly enforced. Any employees who did not properly receive a pay increase due to error eg. Employees absent on disability who did not have their anniversary date reset correctly, employees who did not receive a step increase including the pay period including July 1, 2005, which commenced June 26, 2005, shall have such errors rectified. The union is responsible for informing the State no later than 90 calendar days from December 20, 2005 of any such situated employees.

12/19/05
Date:

Harry Graham
Arbitrator Harry Graham