

INTRODUCTION and CONTENTS

This index covers arbitration decisions 1 through 1165. It is divided into seven parts. The following sections are located in this index:

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1.) Index by Topic Headings.

This is a list of collective bargaining topic headings that have been addressed in the arbitration decisions. For major topic headings where we have a number of decisions, the relevant arbitration decisions are organized into categories. This enables users to find the decisions that may be most relevant to the situation they are dealing with.

Decisions that are in the "Definition/Interpretation"

category are those that help explain how arbitrators define that offense or explain what elements must exist to prove a contract violation. For example, how have arbitrators explained "just cause"? What is progressive discipline? When do progressive discipline principles not apply?

"Negative" indicates that the union received a negative decision—the grievance was denied. "Positive" indicates that the grievance was granted and the union got a positive outcome. "Positive/Negative" indicates those decisions where the decision was mixed. For example, the grievance was denied, but the amount of discipline was reduced or the removal was converted to a suspension.

Other headings are also used to sort out topics for specific situations and/or relevance. This is designed to

enable users to locate information that is more relevant to the situations they are dealing with.

To get a more complete statement of the Arbitrator's view, you should first refer to the Summary by Arbitration Number to read the arbitration summary. For the full arbitration decision you can go to the OCSEA website web page (www.ocsea.org/toolbox/arbitrationindex).

2.) 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. For major contract articles where we have a number of decisions, the relevant arbitration decisions are organized into categories.

Decisions that are in the "Definition/Interpretation" category are those that help explain how arbitrators interpret that contract article. "Negative" indicates that the

union received a negative decision—the grievance was denied. "Positive" indicates that the grievance was granted and the union got a positive outcome. "Positive/Negative" indicates those situations where the decision was mixed. For example, the grievance was denied, but the amount of discipline was reduced or the removal was converted to a suspension.

Other headings are used to sort out topics for relevance. This is designed to enable users to locate information that is more relevant to the situation they are dealing with. To get a better sense of the Arbitrator's view, you should first refer to the Summary by Arbitration Number. Also, you can read the entire award or make a copy of the entire award from the OCSEA webpage (www.ocsea.org/toolbox/arbitrationindex).

3.) Arbitration Summaries. This section of the index is organized by arbitration

decision number chronologically. The grievant's name and the grievance number are listed on the same line as the opinion number. Below those are listed the arbitrator, the issue, the contract sections discussed, the topic headings, the grievant's employment situation, the arbitrator's decision and the reasons that explain the decision. You can obtain a copy of the complete decision from the OCSEA web page (www.ocsea.org/toolbox/arbitrationindex).

- 4.) **Index by Agency.** This section sorts the arbitration decisions according to the state agency involved in the arbitration decision. This provides the arbitration history in an agency.
- 5.) **Index by Arbitrator.** This section sorts the arbitration decisions by the arbitrator. This gives the user a quick method of locating decisions handed down by a particular arbitrator.

6.) **Appealed Arbitration Decisions.** This section is a list of the arbitration decisions that have been appealed to the Common Pleas Court by either the State or OCSEA.

7.) **Goldstein Decision.** This is an arbitrator's award dealing with the work area for direct care employees. The arbitration, award, and clarification of the award occurred over 1986 -1988.

