

In the Matter of Arbitration Between the	:	Grievance Numbers: 47-2021,
	:	96-2021, 108-2021, 109-2021
<b>CITY OF COLUMBUS, OHIO,</b>	:	
<b>DEPARTMENT OF PUBLIC SAFETY,</b>	:	Grievants: Angela Williams,
Employer	:	Twana McFann,
and the	:	Susan Hollingsworth,
	:	and Kelly S. Brown
<b>AMERICAN FEDERATION OF STATE,</b>	:	
<b>COUNTY AND MUNICIPAL EMPLOYEES,</b>	:	Hearing Date: February 29, 2024
<b>OHIO COUNCIL 8, AFL-CIO,</b>	:	
<b>AND LOCAL UNION 1632,</b>	:	Howard D. Silver, Esquire
Union	:	Arbitrator

DECISION AND AWARD OF THE ARBITRATOR

APPEARANCES

For: American Federation of State, County and Municipal Employees,  
Ohio Council 8, AFL-CIO, and Local Union 1632, Union

Tony Schroth, Esquire  
Assistant General Counsel  
Ohio Council 8, AFSCME, AFL-CIO  
6800 North High Street  
Worthington, Ohio 43085-2512  
[tschroth@afscme8.org](mailto:tschroth@afscme8.org)

For: City of Columbus, Ohio, Department of Public Safety, Employer

Zach Klein  
Columbus City Attorney

Paul M. Bernhart, Esquire  
Assistant City Attorney  
Office of the Columbus City Attorney  
77 North Front Street, 4<sup>th</sup> Floor  
Columbus, Ohio 43215-9013  
[pmbernhart@columbus.gov](mailto:pmbernhart@columbus.gov)

## AWARD

1. The four grievances consolidated for purposes of this arbitration proceeding, under the provisions of the parties' collective bargaining agreement, are found by the arbitrator to be arbitrable and properly before the arbitrator for review and resolution.
2. Through a revision of Division Directive 8.02 in October, 2021, the Employer violated Article 20 of the parties' collective bargaining agreement by applying a suspected sick leave abuse verification program to the bargaining unit that materially changed the agreed language in Article 20.
3. The arbitrator orders the Employer to cease and desist from applying the October, 2021 revisions of Division Directive 8.02 to the bargaining unit; the arbitrator orders the Employer to cease and desist from applying the Suspected Sick Leave Abuse Verification Program to the bargaining unit; the arbitrator orders the Employer to cease and desist from acting in a way that is not in accordance with the provisions of the parties' collective bargaining agreement.
4. The one day suspension without pay imposed upon 911 Emergency Call Taker [REDACTED] is ordered vacated; this discipline shall be expunged from the employment record of [REDACTED]. [REDACTED] shall be paid all pay and benefits so as to place [REDACTED] in the position she would have been in had the one day suspension without pay not occurred.
5. References to the Employer's Suspected Sick Leave Abuse Verification Program shall be expunged from the employment records of the bargaining unit members.