

AFSCME Council 24

WISCONSIN STATE EMPLOYEE UNION, AFL-CIO

Arbitration Award Summary

WON:		CONTRACT:	'99-'01
LOST:		CASE NO.:	18823
SPLIT:	XXX		
ISSUE:	TERMINATION	PROVISIONS:	Article 4, Section 9
ARBITRATOR:	JAY E. GRENIG	LOCAL:	2748
HEARD:	8/23/05 and 9/1/05	BARG. UNIT:	PSS
AWARD:	9/6/05	EMP. UNIT:	DOC

This is a non-precedential award.

On 5/24/02, the Grievant filed a grievance challenging the Employer's termination of his employment effective 5/24/02. The Grievance was denied and the matter was submitted to arbitration. At the Arbitration hearing on 8/23 and 9/1/05, the parties, including the Employer, the Union, and the Grievant authorized the Arbitrator to issue a consent award containing their agreed-upon disposition of the issues in dispute.

The Arbitrator was satisfied that the proposed disposition of the disputed issues was reasonable and issued a consent award stating that the Grievant's termination would be changed to a voluntary resignation effective 5/24/02. The Grievant was to submit a written letter of resignation to the Employer promptly. The Employer was to give a neutral reference to any person requesting a reference from the Employer. The Grievant's personnel file was to be purged of all references to the incident precipitating his termination and to any events referenced in the letter of termination. Following receipt of the Grievant's letter of resignation, the Employer was to pay the Grievant \$7,500, subject to applicable taxes. The parties, including the Employer, the Union, and the Grievant, agreed to release each other from liability relating to the Grievant's termination and the arbitration proceeding. The Union and the Employer were to divide the Arbitrator's fees equally.