

BEFORE THE ARBITRATOR

In the Matter of the Arbitration
of a Dispute Between

CLARK COUNTY EMPLOYEES LOCAL 546-B
of the WISCONSIN COUNCIL OF COUNTY
AND MUNICIPAL EMPLOYEES, AFSCME,
AFL-CIO

and

CLARK COUNTY

Case 85
No. 51791
MA-8741

Appearances:

Mr. Philip Salamone, Staff Representative, Wisconsin Council 40, AFSCME, AFL-CIO, 7111 Wall Street, Schofield, Wisconsin 54476, appearing on behalf of Clark County Employees Local 546-B of the Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, referred to below as the Union.

Ms. Kathryn J. Prenn, Weld, Riley, Prenn & Ricci, S.C., Attorneys at Law, 715 South Barstow, Suite 111, P.O. Box 1030, Eau Claire, Wisconsin 54702-1030, appearing on behalf of Clark County, referred to below as the County.

CONSENT AWARD

The Union and the County are parties to a collective bargaining agreement which was in effect at all times relevant to this proceeding and which provides for the final and binding arbitration of certain disputes. The parties jointly requested that the Wisconsin Employment Relations Commission appoint an Arbitrator to resolve a dispute reflected in a grievance filed on behalf of Terry Hebert, referred to below as the Grievant. The Commission appointed Richard B. McLaughlin, a member of its staff. Hearing on the matter was held on February 17, 1995, in Neillsville, Wisconsin. During the hearing, the parties informally resolved the grievance, agreeing to the following Consent Award:

CONSENT AWARD

1. The County will pay the Grievant \$497.32 to compensate him for his payment of the entire insurance premium for the month of October, 1994. The full premium for that month was \$585.08, and the County's payment, but for the Grievant's suspension, would have been 85% of that amount: $\$585.08 \times 0.85 = \497.318 , rounded to \$497.32.

2. The Grievant's personnel file(s) will reflect the imposition of the three day suspension summarized in a memorandum dated August 17, 1994, from Phyllis Goeke to the Grievant.

3. The Grievant will be afforded the opportunity to submit a written memorandum stating his position on the three day suspension noted in Paragraph 2 above. The County will include that memorandum in his personnel file(s).

4. The Union will drop the grievance filed to challenge the three day suspension noted in Paragraph 2 above.

Dated at Madison, Wisconsin this 24th day of February, 1995.

By Richard B. McLaughlin /s/
Richard B. McLaughlin, Arbitrator