

Issue: Consolidation of Grievances for a Single Hearing; Ruling Date: June 1, 2011; Ruling No. 2011-2994, 2011-2995; Agency: Virginia Department of Transportation; Outcome: Consolidation Granted.



COMMONWEALTH of VIRGINIA
Department of Employment Dispute Resolution

CONSOLIDATION RULING OF DIRECTOR

In the matter of the Department of Transportation
Ruling Numbers 2011-2994, 2011-2995
June 1, 2011

This ruling addresses the consolidation of the grievant's two grievances filed with the Department of Transportation (the agency). For the reasons discussed below, this Department finds that consolidation of these grievances into a single hearing is appropriate and practicable.

FACTS

The two grievances at issue, dated February 8, 2011 and March 4, 2011, each concern Written Notices issued to the grievant. After the parties failed to resolve the grievances during the management resolution steps, the agency head qualified the grievances for hearing. The agency has asked for appointment of a hearing officer in these matters and requested that the grievances be consolidated for a single hearing. The grievant does not object to the consolidation request.

DISCUSSION

Approval by the Director of this Department or her designee in the form of a compliance ruling is required before two or more grievances may be consolidated in a single hearing. Moreover, EDR may consolidate grievances for hearing without a request from either party.¹ EDR strongly favors consolidation and will consolidate grievances when they involve the same parties, legal issues, policies, and/or factual background, unless there is a persuasive reason to process the grievances individually.²

This Department finds that consolidation of the grievant's February 8, 2011 and March 4, 2011 grievances is appropriate. These grievances involve the same grievant and could share common themes, claims, and witnesses. Further, we find that consolidation is not impracticable in this instance. Therefore, in light of the parties' agreement that

¹ *Grievance Procedure Manual* § 8.5.

² *See id.*

consolidation is acceptable, the grievant's February 8, 2011 and March 4, 2011 grievances are consolidated for a single hearing. A hearing officer will be appointed in a forthcoming letter.

This Department's rulings on compliance are final and nonappealable.³

Claudia T. Farr
Director

³ See Va. Code §§ 2.2-1001(5), 2.2-3003(G).