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CONSOLIDATION RULING

In the matter of the University of Virginia Medical Center
Ruling Number 2026-5919
July 16, 2025

This ruling addresses the consolidation of three grievances filed with the University of Virginia Medical Center (the “agency”). For the reasons discussed below, the Office of Employment Dispute Resolution (EDR) at the Department of Human Resource Management (DHRM) finds that consolidation of these grievances into a single hearing is appropriate and practicable.

FACTS

The three grievances at issue in this case are:

- 1) a grievance dated April 30, 2025, challenging a Step 3 Performance Warning and Suspension, issued on April 2, 2025, currently pending for a hearing as Case Number 12293;
- 2) a grievance dated March 23, 2025, challenging a Step 2 Formal Counseling, issued on February 21, 2025, currently pending appointment to a hearing officer as Case Number 12306; and
- 3) a dismissal grievance dated July 1, 2025,¹ challenging a Step 4 Termination issued on June 30, 2025, currently pending appointment to a hearing officer as Case Number 12319;

The agency has requested consolidation of these matters and the grievant does not object.

DISCUSSION

Approval by EDR in the form of a compliance ruling is required before two or more grievances may be consolidated for a single hearing. Moreover, EDR may consolidate grievances

¹ The grievance was actually received by EDR on July 9, 2025.

for hearing without a request from either party.² 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.³ After the appointment of a hearing officer, EDR may consolidate the matter “where it substantially serves the interests of efficiency and would not unduly burden either party.”⁴

EDR finds that consolidation of the three grievances is appropriate. These grievances involve the same parties and both relate to formal disciplinary actions issued to the grievant. Thus, the grievances appear likely to share common themes, claims, and witnesses. Further, we find that consolidation is not impracticable or apparently burdensome to the parties in this instance. Accordingly, the three grievances are consolidated for a single hearing.⁵

EDR has already appointed a hearing officer for Case Number 12293. By separate correspondence, that appointment will be amended to include the other two matters (Case Numbers 12306 and 12319). No further action by the parties is required as it relates to consolidation.

EDR’s rulings on compliance are final and nonappealable.⁶

Christopher M. Grah
Director
Office of Employment Dispute Resolution

² *Grievance Procedure Manual* § 8.5.

³ *See id.*

⁴ *Id.*

⁵ Pursuant to the fee schedule established by EDR’s Hearings Program Administration policy, three consolidated grievances shall be assessed at a flat fee of \$5,500. *See* EDR Policy 2.01, *Hearings Program Administration*, Attach. B.

⁶ *See* Va. Code §§ 2.2-1202.1(5), 2.2-3003(G).