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CONSOLIDATION RULING

In the matter of the Virginia Department of Motor Vehicles
Ruling Number 2026-5939
August 14, 2025

This ruling addresses the consolidation of three grievances filed with the Virginia Department of Motor Vehicles (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 for a single hearing is appropriate and practicable.

FACTS

The grievant has initiated three grievances with the agency, all challenging formal disciplinary actions and awaiting appointment of a hearing officer. The three grievances (Case Numbers 12336, 12337, and 12338) are currently pending with EDR as follows:

- 1) a dismissal grievance dated July 26, 2025, challenging a Group II Written Notice with termination issued on July 24, 2025;
- 2) a grievance dated June 17, 2025, challenging a Group I Written Notice issued on June 12, 2025; and
- 3) a grievance dated June 20, 2025, challenging a Group II Written Notice issued on June 17, 2025.

The parties have indicated a desire for consolidation of these three grievances.

DISCUSSION

Approval by EDR 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

¹ *Grievance Procedure Manual* § 8.5.

² *See id.*

EDR finds that consolidation of these three grievances is appropriate. These grievances involve the same parties and appear likely to share at least some common themes, claims, and witnesses. Further, we find that consolidation is not impracticable in this instance. Therefore, the three grievances are consolidated for a single hearing.³

EDR's rulings on compliance are final and nonappealable.⁴

Christopher M. Grub
Director
Office of Employment Dispute Resolution

³ Pursuant to the fee schedule established by EDR's Hearings Program Administration policy, three consolidated grievances shall be assessed a total flat hearing fee of \$5,500. See EDR Policy 2.01, *Hearings Program Administration*, Attach. B.

⁴ See Va. Code §§ 2.2-1202.1(5), 2.2-3003(G).