

BEFORE THE ARBITRATOR

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In the Matter of the Arbitration	:	Case 104
of a Dispute Between	:	No. 50712
	:	MA-8352
MONROE COUNTY	:	
	:	Case 105
and	:	No. 50713
	:	MA-8353
LABOR ASSOCIATION OF WISCONSIN, INC.	:	
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Appearances:

Mr. Thomas A. Bauer, Labor Consultant, Labor Association of Wisconsin, Inc., 206 South Arlington Street, Appleton, Wisconsin 54915, appearing on behalf of the Association.

Ms. Kerry Sullivan-Flock, Corporation Counsel, and Mr. Kenneth Kittleson, Personnel Director, Monroe County, Monroe County Courthouse, P.O. Box 202, Sparta, Wisconsin 54656-0202, appearing on behalf of the County.

ARBITRATION AWARD

The above-captioned parties, hereinafter the County and the Association, respectively, are signatories to a collective bargaining agreement. The parties jointly requested that the undersigned, a member of the staff of the Wisconsin Employment Relations Commission, hear and decide a pending dispute. The parties presented their respective positions to the undersigned for final and binding disposition.

AWARD

- (1) On or about February 24, 1994, Monroe County Deputies M. Magnus and D.M. Hoppe were disciplined.
- (2) The discipline was grieved and the grievances were processed to arbitration.
- (3) All parties to this proceeding believe that the events giving rise to the discipline involved and the ongoing controversy have caused significant workplace disruption, and that these grievances contribute to unease in the workplace.
- (4) The County and the Union have, on this date,

explained their respective positions to the undersigned arbitrator and requested a final and binding award disposing of these grievances.

(5) I award the following:

- (1) Deputy Magnus shall have his suspension reduced to a 1-day suspension effective immediately.
- (2) Deputy Hoppe shall have his suspension reduced to a 3-day suspension, effective immediately.
- (3) If, as of February 24, 1995, no further incidents, similar to the conduct which brought about the original discipline, occur, all monies will be refunded. The reference to discipline will remain in the file.

Dated at Madison, Wisconsin this 16th day of May, 1994.

By William C. Houlihan /s/

William C. Houlihan, Arbitrator