

STATE OF CONNECTICUT
EMPLOYEES' REVIEW BOARD
INDEX OF DECISIONS—BY SUBJECT

ABANDONMENT

In the Matter of Richard Reyes-and-Department of Correction

ERB Case No. 943, August 31, 2009

Panel: Matthew Borrelli, Susan E. Halperin, Susan Meredith, Emanuel N. Psarakis, Leslie A. Williamson, Jr.

The Employees' Review Board, as a whole, dismissed the appeal of Richard Reyes for failure to pursue an appeal. Richard Reyes appealed a demotion he received. Prior to a hearing, Mr. Reyes died. Neither his heirs nor anyone who might have had an interest in the appeal pursued his case. After a six-year period of dormancy, and upon motion by the Department of Correction, the matter was dismissed.

DEMOTION

In the Matter of Scott Sherrick-and-Department of Corrections

ERB Case No. 1013, May 4, 2007

Panel: Sandra Biloon, Thomas Staley, Leslie A. Williamson, Jr.

The Panel determined that the demotion of Mr. Sherrick from Lieutenant to Correction Officer was arbitrary and taken without reasonable cause. The incident pertaining to Mr. Sherrick's demotion involved unprofessional conduct toward a Correction Officer cadet. The Panel reinstated Mr. Sherrick to the position of Lieutenant but suspended him without pay for thirty days because of the incident.

JURISDICTION

In the Matter of Timothy Kulish-and-Department of Motor Vehicles

ERB Case No. 1018, September 26, 2007

Panel: Susan E. Halperin, Thomas Staley, Leslie A. Williamson, Jr.

The Panel determined that it lacked jurisdiction to hear the appeal of Mr. Kulish since he elected to file a complaint with the Commission on Human Rights and Opportunities' Office of Public Hearings under Section 4-61dd(b)(4) of the Connecticut General Statutes. The statute permits a filing with the Employees' Review Board as an alternative to a filing with the Commission on Human Rights and Opportunities not in addition to such a filing.

SCHEDULE REDUCTION

In the Matter of Shaun McDonough-and-State of Connecticut

ERB Case No. 1033, June 4, 2010

Panel: Matthew Borrelli, Susan E. Halperin, Emanuel N. Psarakis.

OPM's compliance with Special Act 09-06, An Act Concerning State Personnel Cost Savings, imposing a day schedule reduction resulting in a one -day's loss of pay to McDonough did not violate Section 5-241 of the General Statutes. OPM's actions were neither arbitrary nor taken without reasonable cause. The appeal was denied.

SUSPENSION

In the Matter of Matthew Regan-and-State of Connecticut, Department of Correction,
ERB Case No. 1010, October 6, 2005

Panel: Matthew Borrelli, Susan E. Halperin, Leslie A. Williamson, Jr.

The Panel denied the grievance in part, finding that the five-day suspension of a Correctional Captain was not arbitrary or taken without reasonable cause when the Captain failed to properly supervise a cell extraction. The Panel sustained the grievance with regard to the transfer and shift change of the grievant finding that it had jurisdiction to hear cases involving a disciplinary transfer (but not an administrative transfer) and holding that the grievant's disciplinary transfer was arbitrary and taken without reasonable cause.

In the Matter of Joseph Teal-and-Department of Public Health
ERB Case No. 1026, January 14, 2009

Panel: Susan Meredith, Thomas Staley, Leslie A. Williamson, Jr.

The Panel determined that the five-day suspension of Joseph Teal was arbitrary and taken without reasonable cause. The Panel held that the severity of the incident giving rise to the discipline and the lack of progressive discipline, a component of just cause, warranted the reduction of the suspension to a letter of reprimand.

In the Matter of Benjamin Pagoni-and-Department of Public Safety
ERB Case No. 1025, April 3, 2009

Panel: Matthew Borrelli, Susan Meredith, Leslie A. Williamson, Jr.

The Panel determined that the four-day suspension of Benjamin Pagoni was taken without reasonable cause. The State disciplined Lieutenant Pagoni for failing to notify the Troop of his involvement in a pursuit. Lieutenant Pagoni offered a plausible explanation for his inability to contact the Troop. The State did not demonstrate that Lieutenant Pagoni's explanation was insufficient.

In the Matter of Bruce Gardner-and Department of Correction
ERB Case 1029, September 25, 2009

Panel: Matthew Borrelli, Emanuel N. Psarakis, Leslie A. Williamson, Jr.

The Panel determined that the ten-day suspension of Mr. Gardner was neither arbitrary nor taken without reasonable cause. Mr. Gardner's violation of numerous Administrative Directives, policies and procedures warranted the suspension. The appeal was denied.

In the Matter of David Aflalo-and-Department of Public Safety

ERB Case No. 1030, December 2, 2009

Panel: Matthew Borrelli, Susan Meredith, Leslie A. Williamson, Jr.

The Panel determined that the twenty-day suspension of David Aflalo was taken without reasonable cause. The State discipline of Lieutenant Aflalo for falsifying or altering official documents was reduced to a five-day suspension, at the rate of pay of sergeant, the rank he held when the violation of the Rules of Conduct occurred.

TERMINATION

In the Matter of Norman Schipke-and-State of Connecticut, Department of Veteran's Affairs, ERB Case No. 1007, August 29, 2005

Panel: Wendella Ault Battey, Laurie Cain, Richard M. McCostis

The Panel sustained the grievance finding that the dismissal of the Grievant was arbitrary or taken without reasonable cause. The Panel found "no credible evidence" that the Grievant was responsible for a shortage of medications. The Panel did find the Grievant failed to turn over donations to the Department in a timely manner, failed to report a physical threat to security and failed to properly supervise a patient. Pursuant to its authority under Section 5-202(b) of the General Statutes, the Grievant was ordered reinstated. However, the Panel suspended the Grievant for six months without pay or benefits.

In the Matter of Alan Plofsky-and-State of Connecticut, Ethics Commission,

ERB Case No. 1009, March 31 2006

Panel: Sandra Biloon, Susan E. Halperin, Leslie A. Williamson, Jr.

The Panel sustained the grievance finding that the Ethics Commission terminated Mr. Plofsky from his position as Executive Director/General Counsel without reasonable cause. Mr. Plofsky was terminated for: telling a staff member to lie if she had to testify before a grand jury; telling a staff member to destroy a tape recording of a commission meeting; taking or accruing compensatory time inconsistent with State policy and failing to disclose his involvement in the release of a document to the media. The Panel held, in light of the circumstances surrounding the termination, that none of the reasons constitute serious misconduct that was cause for dismissal. Mr. Plofsky was order reinstated to active state service.

In the Matter of Gregory Gioia-and-State of Connecticut, Department of Veterans' Affairs. ERB Case No. 1012, November 27, 2006

Panel: Matthew Borrelli, Susan E. Halperin, Leslie A. Williamson, Jr.
The Panel denied the grievance finding that the termination of Mr. Gioia was not arbitrary or taken without reasonable cause. The Panel found that Mr. Gioia, a Fiscal/Administrative Manger 2, extensively used the state computer for personal use in violation of the policies of the Department of Veterans' Affairs.

In the Matter of John K. Watts, Jr.-and-Department of Children and Families

ERB Case No. 1017, January 5, 2007

Panel: Sandra Biloon, Matthew Borrelli, Leslie A. Williamson, Jr.
The Panel denied the grievance finding that the termination of Mr. Watts was not arbitrary or taken without reasonable cause. The Panel found that Mr. Watts, an Assistant Superintendent of Schools at the Connecticut Juvenile Training School, misused state time by his attendance at a Master Gardner course, which was not job related and for which Mr. Watts did not obtain authorization.

NOTE: The decision by the ERB was appealed to superior court. On July 17, 2008, the court, McWeeny, J., upheld the decision of the ERB.

In the Matter of Henry Pawlowski-and-Freedom of Information Commission

ERB Case No. 1032, December 8, 2009

Panel: Matthew Borrelli, Susan E. Halperin, Leslie A. Williamson, Jr.
Pursuant to the provisions of Section 4-177(c), the Panel incorporated and made as its award the provisions of a Stipulated Agreement between Pawlowski and the Freedom of Information Commission resolving Pawlowski's appeal of his termination.