

NUMBER OF GRIEVANCES AGAINST EACH EMPLOYER

| COUNTY BOARDS OF EDUCATION | | | | | | |
|-----------------------------------|-------------|------------|--|-------------|-------------|--------------|
| 2008 | 2009 | | | 2008 | 2009 | |
| 20 | 10 | BARBOUR | | 2 | 2 | MINERAL |
| 21 | 6 | BERKELEY | | 18 | 3 | MINGO |
| 8 | 4 | BOONE | | 79 | 25 | MONONGALIA |
| 4 | | BRAXTON | | 6 | 3 | MONROE |
| 9 | 4 | BROOKE | | 2 | 1 | MORGAN |
| 7 | 15 | CABELL | | 7 | 2 | NICHOLAS |
| 6 | 1 | CALHOUN | | 2 | 15 | OHIO |
| 1 | 4 | CLAY | | 0 | 1 | PENDLETON |
| 1 | 3 | DODDRIDGE | | 4 | 4 | PLEASANTS |
| 31 | 28 | FAYETTE | | 3 | 2 | POCAHONTAS |
| 1 | 1 | GILMER | | 4 | 31 | PRESTON |
| 10 | 5 | GRANT | | 81 | 3 | PUTNAM |
| 9 | | GREENBRIER | | 26 | 12 | RALEIGH |
| 2 | 12 | HAMPSHIRE | | 3 | 20 | RANDOLPH |
| 21 | 20 | HANCOCK | | 1 | | RITCHIE |
| 1 | 7 | HARDY | | 16 | 1 | ROANE |
| 7 | 17 | HARRISON | | 1 | 4 | SUMMERS |
| 7 | 2 | JACKSON | | 2 | 3 | TAYLOR |
| 6 | 14 | JEFFERSON | | 0 | | TUCKER |
| 143 | 42 | KANAWHA | | 0 | | TYLER |
| 3 | 11 | LEWIS | | 8 | 57 | UPSHUR |
| 12 | 24 | LINCOLN | | 15 | 17 | WAYNE |
| 10 | 25 | LOGAN | | 1 | 2 | WEBSTER |
| 23 | 14 | MARION | | 7 | 6 | WETZEL |
| 44 | 13 | MARSHALL | | 1 | | WIRT |
| 20 | 42 | MASON | | 38 | 17 | WOOD |
| 20 | 33 | McDowell | | 1 | | WYOMING |
| 9 | 4 | MERCER | | | | |
| | | | | 784 | 592 | TOTAL |

NUMBER OF GRIEVANCES AGAINST EACH EMPLOYER

| COUNTY HEALTH DEPARTMENTS | | | | | | |
|---------------------------|------|------------|--|----------|----------|--------------|
| 2008 | 2009 | | | 2008 | 2009 | |
| | | BARBOUR | | | | MINERAL |
| | | BERKELEY | | | 1 | MINGO |
| | | BOONE | | 1 | 2 | MONONGALIA |
| | | BRAXTON | | | | MONROE |
| | | BROOKE | | | 1 | MORGAN |
| | 1 | CABELL | | | | NICHOLAS |
| | | CALHOUN | | | | OHIO |
| | | CLAY | | | | PENDLETON |
| | | DODDRIDGE | | | | PLEASANTS |
| | | FAYETTE | | | | POCAHONTAS |
| | | GILMER | | | | PRESTON |
| | | GRANT | | | 1 | PUTNAM |
| | | GREENBRIER | | | | RALEIGH |
| | 1 | HAMPSHIRE | | | | RANDOLPH |
| | | HANCOCK | | | | RITCHIE |
| | | HARDY | | | | ROANE |
| | | HARRISON | | | | SUMMERS |
| | | JACKSON | | | | TAYLOR |
| 1 | 1 | JEFFERSON | | | | TUCKER |
| | | KANAWHA | | | | TYLER |
| | | LEWIS | | | | UPSHUR |
| | | LINCOLN | | | | WAYNE |
| 1 | | LOGAN | | | | WEBSTER |
| 2 | 1 | MARION | | | | WETZEL |
| 2 | | MARSHALL | | | | WIRT |
| | | MASON | | | | WOOD |
| 1 | | McDowell | | | | WYOMING |
| | | MERCER | | | | |
| | | | | 8 | 9 | TOTAL |

NUMBER OF GRIEVANCES AGAINST EACH EMPLOYER

| HIGHER EDUCATION POLICY COMMISSION | | |
|---|-------------|---|
| 2008 | 2009 | |
| 1 | | BLUE RIDGE COMMUNITY & TECHNICAL COLLEGE |
| 15 | 10 | BLUEFIELD STATE COLLEGE |
| 5 | 3 | CONCORD UNIVERSITY |
| 10 | 3 | FAIRMONT STATE UNIVERSITY |
| 1 | | GLENVILLE STATE COLLEGE |
| | 1 | HIGHER EDUCATION POLICY COMMISSION |
| 45 | 175 | MARSHALL UNIVERSITY |
| 1 | 2 | MARSHALL COMMUNITY & TECHNICAL COLLEGE |
| 1 | 2 | NEW RIVER COMMUNITY & TECHNICAL COLLEGE |
| 1 | 1 | PIERPONT COMMUNITY AND TECHNICAL COLLEGE |
| 3 | 3 | SHEPHERD UNIVERSITY |
| | 1 | SOUTHERN COMMUNITY & TECHNICAL COLLEGE |
| | 2 | WEST LIBERTY STATE COLLEGE |
| 3 | 3 | WEST VIRGINIA NORTHERN COMMUNITY COLLEGE |
| 1 | | WEST VIRGINIA SCHOOL OF OSTEOPATHIC MEDICINE |
| 19 | 2 | WEST VIRGINIA STATE UNIVERSITY |
| | 3 | WEST VIRGINIA STATE COMMUNITY & TECHNICAL COLLEGE |
| 119 | 52 | WEST VIRGINIA UNIVERSITY |
| 4 | | WEST VIRGINIA UNIVERSITY AT PARKERSBURG |
| 233 | 277 | TOTAL |

NUMBER OF GRIEVANCES AGAINST EACH EMPLOYER

| STATE EMPLOYERS | | |
|-----------------|-----------|---|
| 2008 | 2009 | |
| | 1 | AGRICULTURE, DEPARTMENT OF |
| 20 | 11 | ADMINISTRATION, DEPARTMENT OF |
| 1 | 1 | CHILDREN'S HEALTH INSURANCE PROGRAM |
| 1 | | CONSOLIDATED PUBLIC RETIREMENT BOARD |
| 3 | 6 | GENERAL SERVICES DIVISION |
| 1 | 3 | PERSONNEL DIVISION |
| 1 | 1 | PUBLIC EMPLOYEES GRIEVANCE BOARD |
| 4 | | PUBLIC EMPLOYEES INSURANCE AGENCY |
| 1 | | REAL ESTATE DIVISION |
| 8 | | TECHNOLOGY, OFFICE OF |
| 45 | 84 | COMMERCE, DEPARTMENT OF |
| | 2 | DEVELOPMENT OFFICE |
| 2 | 6 | FORESTRY, DIVISION OF |
| | | GEOLOGICAL AND ECONOMIC SURVEY |
| 4 | 3 | LABOR, DIVISION OF |
| 4 | 2 | MINERS' HEALTH, SAFETY AND TRAINING, OFFICE OF |
| 26 | 61 | NATURAL RESOURCES, DIVISION OF |
| 1 | | TOURISM, DIVISION OF |
| 8 | 10 | WORKFORCE WV |
| 26 | 22 | EDUCATION, DEPARTMENT OF |
| | 1 | OFFICE OF INSTITUTIONAL EDUCATION PROGRAMS |
| | | REGIONAL EDUCATION SERVICE AGENCIES |
| | 1 | RESA I |
| 1 | 4 | SCHOOLS FOR THE DEAF AND BLIND |
| | | SPECIAL PROJECTS, DIVISION OF |
| 1 | 2 | STUDENT SUPPORT SERVICES, DIVISION OF |
| 1 | | TECHNICAL AND ADULT EDUCATION SERVICES, DIVISION OF |
| 23 | 14 | SOUTH BRANCH CAREER AND TECHNICAL CENTER |
| 23 | 12 | EDUCATION AND THE ARTS, DEPARTMENT OF |
| 4 | 7 | CULTURE AND HISTORY, DIVISION OF |
| 19 | 5 | REHABILITATION SERVICES, DIVISION OF |

| | | |
|------------|------------|--|
| 15 | 7 | ENVIRONMENTAL PROTECTION, DEPARTMENT OF |
| 2 | | AIR QUALITY, DIVISION OF |
| | 4 | EXPLOSIVES AND BLASTING, OFFICE OF |
| 1 | | LAND RESTORATION, DIVISION OF |
| 10 | 2 | MINING AND RECLAMATION, DIVISION OF |
| 2 | 1 | UNSPECIFIED |
| | | WATER AND WASTE MANAGEMENT, DIVISION OF |
| 279 | 262 | HEALTH AND HUMAN RESOURCES, DEPARTMENT OF |
| 89 | 123 | BEHAVIORAL HEALTH & HEALTH FACILITIES |
| 6 | 9 | HOPEMONT HOSPITAL |
| 25 | 12 | LAKIN HOSPITAL |
| 24 | 31 | MILDRED MITCHELL-BATEMAN HOSPITAL |
| 6 | 14 | PINECREST HOSPITAL |
| 16 | 47 | WELCH COMMUNITY HOSPITAL |
| 12 | 8 | WILLIAM R. SHARPE, JR. HOSPITAL |
| | 2 | UNSPECIFIED |
| 55 | 26 | CHILD SUPPORT ENFORCEMENT, BUREAU FOR |
| 59 | 81 | CHILDREN AND FAMILIES, BUREAU FOR |
| | 4 | HUMAN RIGHTS COMMISSION |
| | 4 | MEDICAL SERVICES, BUREAU FOR |
| 13 | 1 | OFFICE OF INSPECTOR GENERAL |
| 1 | | OFFICE OF PERSONNEL SERVICES |
| 10 | 15 | PUBLIC HEALTH, BUREAU FOR |
| 52 | 8 | UNSPECIFIED |
| 2 | | HOUSING DEVELOPMENT FUND |
| 179 | 167 | MILITARY AFFAIRS AND PUBLIC SAFETY, DEPARTMENT OF |
| 8 | 2 | ADJUTANT GENERAL |
| 91 | 56 | CORRECTIONS, DIVISION OF |
| 9 | 7 | ANTHONY CORRECTIONAL CENTER |
| 1 | 2 | BECKLEY CORRECTIONAL CENTER |
| 1 | 1 | CENTRAL OFFICE |
| 1 | 1 | DENMAR CORRECTIONAL CENTER |
| 27 | 9 | HUTTONSVILLE CORRECTIONAL CENTER |
| 2 | | LAKIN CORRECTIONAL CENTER |
| 1 | | LAKIN CORRECTIONAL FACILITY FOR WOMEN |
| 1 | 5 | MARTINSBURG CORRECTIONAL CENTER |
| 23 | 18 | MOUNT OLIVE CORRECTIONAL COMPLEX |
| 10 | 2 | NORTHERN CORRECTIONAL CENTER |
| | 1 | OHIO COUNTY CORRECTIONAL CENTER |
| 1 | 5 | PRUNTYTOWN CORRECTIONAL CENTER |
| 14 | 4 | ST. MARY'S CORRECTIONAL CENTER |
| | 1 | CORRECTIONAL INDUSTRIES |

| | | |
|------------|------------|---|
| 6 | | CRIMINAL JUSTICE |
| | | FIRE COMMISSION, STATE |
| | 2 | HOMELAND SECURITY AND EMERGENCY MANAGEMENT, DIVISION OF |
| 41 | 32 | JUVENILE SERVICES, DIVISION OF |
| 3 | 1 | DAVIS CENTER |
| 3 | 6 | DONALD R. KUHN JUVENILE DIAGNOSTIC AND DETENTION CENTER |
| 5 | 3 | GENE SPADARO JUVENILE CENTER |
| 9 | 7 | INDUSTRIAL HOME FOR YOUTH |
| 5 | 6 | J. M. "CHICK" BUCKBEE JUVENILE CENTER |
| 2 | 1 | JAMES H. "TIGER" MORTON JUVENILE CENTER |
| 1 | 2 | LORRIE YEAGER, JR. JUVENILE CENTER |
| 2 | 3 | ROBERT L. SHELL JUVENILE CENTER |
| 6 | 1 | SAM PERDUE JUVENILE CENTER |
| 5 | 1 | VICKI V. DOUGLAS JUVENILE CENTER |
| | 1 | UNSPECIFIED |
| 1 | | PAROLE BOARD |
| 14 | 37 | REGIONAL JAIL AND CORRECTIONAL FACILITY AUTHORITY |
| | 2 | EASTERN REGIONAL JAIL |
| 3 | 4 | NORTH CENTRAL REGIONAL JAIL |
| | 1 | NORTHERN REGIONAL JAIL |
| | 2 | POTOMAC HIGHLAND REGIONAL JAIL |
| 1 | 7 | SOUTH CENTRAL REGIONAL JAIL |
| 1 | 7 | SOUTHERN REGIONAL JAIL |
| 1 | 4 | SOUTHWESTERN REGIONAL JAIL |
| 3 | 9 | TYGART VALLEY REGIONAL JAIL |
| 5 | 1 | WESTERN REGIONAL JAIL |
| 3 | 6 | STATE POLICE |
| 15 | 32 | VETERAN'S AFFAIRS, DIVISION OF |
| 10 | 16 | PUBLIC SERVICE COMMISSION |
| 18 | 15 | REVENUE, DEPARTMENT OF |
| 3 | 5 | ALCOHOL BEVERAGE CONTROL COMMISSION |
| 8 | 4 | INSURANCE COMMISSION |
| 1 | 1 | LOTTERY COMMISSION |
| 6 | 5 | TAX DEPARTMENT |
| 237 | 237 | TRANSPORTATION, DEPARTMENT OF |
| 202 | 216 | HIGHWAYS DIVISION |
| 19 | 14 | MOTOR VEHICLES, DIVISION OF |
| 16 | 7 | PARKWAYS, ECONOMIC DEVELOPMENT, AND TOURISM AUTHORITY |
| 854 | 819 | TOTAL |

| TYPE OF GRIEVANCE FILED* | | |
|---------------------------------|-------------|--|
| 2008 | 2009 | |
| 544 | 567 | CLASSIFICATION AND COMPENSATION |
| 18 | 9 | DEFAULT |
| 300 | 276 | DISCIPLINARY |
| 166 | 104 | DISCRIMINATION |
| 88 | 68 | HARASSMENT |
| 264 | 237 | NON-DISCIPLINARY EMPLOYMENT ACTIONS** |
| 27 | 16 | REPRISAL |
| 316 | 196 | SELECTION |
| 346 | 294 | VIOLATIONS OF FEDERAL, STATE OR AGENCY STATUTES, RULES OR POLICIES |
| 92 | 76 | OTHER |

| LEVEL OF RESOLUTION | | |
|----------------------------|-------------|--|
| 2008 | 2009 | |
| 472 | 440 | LEVEL ONE – CHIEF ADMINISTRATOR |
| 4 | 4 | DEFAULT |
| 97 | 192 | LEVEL TWO – ALTERNATIVE DISPUTE RESOLUTION |
| 51 | 246 | LEVEL THREE – HEARING (NEW PROCEDURE) |
| 246 | 69 | LEVEL FOUR – HEARING (OLD PROCEDURE) |

| COST OF GRIEVANCE | | |
|--------------------------|-------------|--|
| 2008 | 2009 | |
| \$2.66 | \$18.37 | AVERAGE ESTIMATED COST OF EMPLOYEE TIME TO HANDLE THE GRIEVANCE |
| \$3,223.72 | \$3,384.63 | ACTUAL COST OF LEGAL TIME OR DAMAGES PAID IN RESOLUTION OF GRIEVANCE |

* Grievances frequently involve more than one type of issue.

** This includes transfers, reductions in force, bumping, non-renewal of contracts, counseling, and probationary dismissal for unsatisfactory performance.

| RESOLUTION OF GRIEVANCES | | | | | | | | | |
|---------------------------------|-------------|---------------|-------------|----------------------------|-------------|---|-------------|---|-------------------|
| GRANTED | | DENIED | | GRANTED/ DENIED | | RESOLVED BY OTHER MEANS* | | TYPE | |
| 2008 | 2009 | 2008 | 2009 | 2008 | 2009 | 2008 | 2009 | | |
| 56 | 42 | 109 | 87 | 5 | 10 | 99 | 107 | CLASSIFICATION AND COMPENSATION | |
| -- | -- | 2 | 1 | -- | -- | 2 | 2 | DEFAULT | |
| 16 | 20 | 64 | 75 | 5 | 7 | 120 | 109 | DISCIPLINARY | |
| 3 | 3 | 35 | 26 | 1 | 1 | 12 | 28 | DISCRIMINATION | |
| -- | 2 | 16 | 12 | 2 | 1 | 20 | 33 | HARASSMENT | |
| 7 | 18 | 40 | 44 | -- | 2 | 60 | 56 | NON-DISCIPLINARY EMPLOYMENT ACTIONS | |
| 1 | -- | 5 | 4 | -- | -- | 9 | 12 | REPRISAL | |
| 7 | 6 | 55 | 61 | 6 | 3 | 61 | 91 | SELECTION | |
| 9 | -- | 33 | 48 | 5 | 6 | 72 | 92 | VIOLATIONS OF FEDERAL, STATE OR AGENCY STATUTES, RULES OR POLICIES | |
| 2 | 4 | 5 | 4 | -- | -- | 9 | 15 | OTHER | |
| 101 | | 364 | | 24 | | 464 | | 953 | 2008 TOTAL |
| | 95 | | 362 | | 30 | | 545 | 1032 | 2009 TOTAL |
| | | | | | | | | 1985 | TOTAL |

* THIS INCLUDES GRIEVANCES THAT ARE SETTLED, WITHDRAWN, REMANDED, AND DISMISSED.

ADMINISTRATIVE LAW JUDGES

| | LRB | | MAB | | WCE | | BLG | | TJG | | SK | | WBM | | JIR | | RLR | | DMS | |
|---|-----|----|-----|----|-----|----|-----|----|-----|----|----|----|-----|----|-----|----|-----|----|-----|----|
| | 08 | 09 | 08 | 09 | 08 | 09 | 08 | 09 | 08 | 09 | 08 | 09 | 08 | 09 | 08 | 09 | 08 | 09 | 08 | 09 |
| ASSIGNED (AS OF 6-30-2009) | 51 | 28 | NA | 49 | NA | 40 | 45 | 28 | 73 | 0 | 0 | NA | NA | 41 | 0 | NA | 74 | 30 | 37 | 0 |
| NUMBER RESOLVED | 69 | 59 | NA | 57 | NA | 28 | 61 | 64 | 56 | 15 | 27 | NA | NA | 58 | 81 | NA | 79 | 80 | 99 | 58 |
| DECISIONS ISSUED | 13 | 22 | NA | 31 | NA | 7 | 22 | 29 | 14 | 1 | 19 | NA | NA | 29 | 23 | NA | 29 | 51 | 51 | 33 |
| CLASSIFICATION/ COMPENSATION | 2 | 5 | NA | 9 | NA | 2 | 8 | 7 | 3 | -- | 5 | NA | NA | 8 | 7 | NA | 12 | 10 | 20 | 11 |
| DEFAULT | -- | 2 | NA | 2 | NA | -- | 2 | 1 | 1 | -- | -- | NA | NA | 1 | 3 | NA | -- | 3 | 3 | -- |
| DISCIPLINARY | 6 | 5 | NA | 6 | NA | 3 | 6 | 10 | 2 | -- | 9 | NA | NA | 10 | 6 | NA | 6 | 17 | 12 | 8 |
| DISCRIMINATION | 1 | -- | NA | 2 | NA | -- | -- | 4 | 4 | -- | 1 | NA | NA | 2 | 1 | NA | 2 | 2 | 18 | 3 |
| HARASSMENT | -- | -- | NA | 2 | NA | -- | -- | -- | -- | -- | -- | NA | NA | -- | 1 | NA | -- | -- | 1 | -- |
| NON-DISCIPLINARY EMPLOYMENT ACTIONS | 3 | 2 | NA | 3 | NA | -- | 4 | 2 | 2 | 1 | -- | NA | NA | 2 | 2 | NA | 7 | 6 | 2 | 3 |
| REPRISAL | -- | -- | NA | 1 | NA | -- | -- | 1 | 1 | -- | 3 | NA | NA | -- | 1 | NA | -- | 1 | -- | -- |
| SELECTION | 2 | 4 | NA | 9 | NA | 1 | 4 | 5 | 3 | 1 | 4 | NA | NA | 4 | 2 | NA | 6 | 12 | 11 | 10 |
| VIOLATIONS OF FEDERAL, STATE OR AGENCY STATUTES, RULES OR POLICIES | 1 | 2 | NA | 3 | NA | 1 | -- | 2 | 3 | -- | -- | NA | NA | 3 | 2 | NA | 4 | 5 | 10 | 2 |
| OTHER | -- | 2 | NA | -- | NA | -- | -- | -- | -- | -- | -- | NA | NA | -- | 1 | NA | 1 | -- | 1 | -- |

CONTRACT ADMINISTRATIVE LAW JUDGE CASELOAD**FY2009**

| | LGB | WCE | JOH | MLJ | MPM | JIR | PWR | HDS | TRT |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| ASSIGNED (AS OF 6-30-2009) | 1 | 0 | 1 | 0 | 2 | 5 | 15 | 11 | 1 |
| NUMBER RESOLVED | 1 | 49 | 30 | 18 | 58 | 43 | 53 | 16 | 15 |
| DECISIONS ISSUED | -- | 9 | -- | -- | 13 | 8 | -- | -- | -- |
| CLASSIFICATION/ COMPENSATION | -- | 1 | -- | -- | 3 | 4 | -- | -- | -- |
| DEFAULT | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| DISCIPLINARY | -- | 5 | -- | -- | 4 | 3 | -- | -- | -- |
| DISCRIMINATION | -- | 1 | -- | -- | 2 | -- | -- | -- | -- |
| HARASSMENT | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| NON-DISCIPLINARY EMPLOYMENT ACTIONS | -- | -- | -- | -- | 2 | -- | -- | -- | -- |
| REPRISAL | -- | -- | -- | -- | 1 | -- | -- | -- | -- |
| SELECTION | -- | 2 | -- | -- | 4 | -- | -- | -- | -- |
| VIOLATIONS OF FEDERAL, STATE OR AGENCY STATUTES, RULES OR POLICIES | -- | 1 | -- | -- | -- | 1 | -- | -- | -- |
| OTHER | -- | 1 | -- | -- | 6 | -- | -- | -- | -- |