

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
T23012	Jacquelin Drucker, Esq.	01/01/24 – 12/31/24
Scope	Arbitrator Services	
Single Source Justification	The Office of Employee Relations (OER) has entered into a single source contract with Jacquelin Drucker to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
T23013	Jay Siegel, Esq.	01/01/24 – 12/31/24
Scope	Arbitrator Services	
Single Source Justification	The Office of Employee Relations (OER) has entered into a single source contract with Jay Siegel to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
T23014	Joel Douglas, Esq.	01/01/24 – 12/31/24
Scope	Arbitrator Services	
Single Source Justification	The Office of Employee Relations (OER) has entered into a single source contract with Joel Douglas to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
T23015	Jeffrey M Selchick, Esq	01/01/24 – 12/31/24
Scope	Arbitrator Services	
Single Source Justification	The Office of Employee Relations (OER) has entered into a single source contract with Jeffrey Selchick to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
T23016	Michael Smith, Esq.	01/01/24 – 12/31/24
Scope	Arbitrator Services	
Single Source Justification	The Office of Employee Relations (OER) has entered into a single source contract with Michael Smith to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
T23017	Thomas Rinaldo, Esq.	01/01/24 – 12/31/24
Scope	Arbitrator Services	
Single Source Justification	The Office of Employee Relations (OER) has entered into a single source contract with Thomas Rinaldo to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
T23012	Nancy Hoffman, Esq.	01/01/24 – 12/31/26
Scope	Arbitrator Services	
Single Source Justification	The Office of Employee Relations (OER) has entered into a single source contract with Nancy Hoffman to act as Permanent Umpire for the Time and Attendance Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the Time and Attendance Disciplinary Grievance Procedure.	

Contract No.	Vendor	Term
S210014	Jeffrey M Selchick, Esq	01/01/22 – 12/31/26
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Jeffrey Selchick to act as Master Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
C20001	The Research Foundation for The SUNY, through Professional Development Program Rockefeller College, University at Albany	04/01/20 – 03/31/26
Scope	Statewide Training – Public Service Workshops Program	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with The Research Foundation of SUNY, on behalf of Professional Development Program, Rockefeller College, University at Albany, for the Public Service Workshops Program. A formal competitive process was not utilized because of the lack of responses from various RFP's issued through the years.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
S18010	Nancy Hoffman	1/1/19-12/31/22
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Nancy Hoffman to act as a Permanent Umpire for the Time and Attendance Disciplinary Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Permanent Umpire to review grievances and conduct arbitration hearings for the Time and Attendance Disciplinary Grievance Procedure.	

Contract No.	Vendor	Term
S18009	James E Martin, Jr.	1/1/19-12/31/20
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with James Martin to act as a Permanent Umpire for the Time and Attendance Disciplinary Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Permanent Umpire to review grievances and conduct arbitration hearings for the Time and Attendance Disciplinary Grievance Procedure.	

Contract No.	Vendor	Term
S18008	Thomas Rinaldo, Esq.	1/1/19 – 12/31/22
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Thomas Rinaldo to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
S18007	Michael Smith, Esq.	1/1/19 – 12/31/22
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Michael Smith to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
S18006	Jeffrey M Selchick, Esq	1/1/19 – 12/31/22
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Jeffrey Selchick to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
S18005	Joel Douglas	1/1/19 – 12/31/21
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Joel Douglas to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
S18004	Jay M Siegel	1/1/19 – 12/31/22
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Jay Siegel to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
S18003	Jacquelin Drucker, Esq.	1/1/19 – 12/31/22
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Jacquelin Drucker to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
S160028	Jeffrey M Selchick	1/1/17 – 12/31/21
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Jeffrey Selchick to act as a Master Arbitrator for the Article 34 Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Master Arbitrator to review grievances and conduct arbitration hearings under the Article 34 Grievance Procedure.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
S15005	Nancy Hoffman	1/1/16 – 12/31/18
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Nancy Hoffman to act as a Permanent Umpire for the Time and Attendance Disciplinary Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Permanent Umpire to review grievances and conduct arbitration hearings for the Time and Attendance Disciplinary Grievance Procedure.	

Contract No.	Vendor	Term
S15006	James E Martin, Jr.	1/1/16 – 12/31/18
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with James Martin to act as a Permanent Umpire for the Time and Attendance Disciplinary Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Permanent Umpire to review grievances and conduct arbitration hearings for the Time and Attendance Disciplinary Grievance Procedure.	

Contract No.	Vendor	Term
S15009	Jacquelin Drucker, Esq.	1/1/16 – 12/31/18
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Jacquelin Drucker to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
S15010	Joel Douglas	1/1/16 – 12/31/18
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Joel Douglas to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
S15011	Michael Smith, Esq.	1/1/16 – 12/31/18
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Michael Smith to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
S15002	Thomas Rinaldo, Esq.	4/1/15 – 12/31/18
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Thomas Rinaldo to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
S15003	Jeffrey M Selchick, Esq	8/1/15 – 12/31/18
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Jeffrey Selchick to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
S15004	Jay M Siegel	8/1/15 – 12/31/18
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Jay Siegel to act as a Regional Arbitrator for CSEA Expedited Process. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings for the CSEA Expedited Process.	

Contract No.	Vendor	Term
S14038	James E Martin, Jr.	1/1/14 – 12/31/15
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with James Martin to act as a Permanent Umpire for the Time and Attendance Disciplinary Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Permanent Umpire to review grievances and conduct arbitration hearings for the Time and Attendance Disciplinary Grievance Procedure.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
C14037	The Research Foundation for The SUNY, through Professional Development Program Rockefeller College, University at Albany	01/01/14 – 12/31/19
Scope	Statewide Training – Public Service Workshops Program	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with The Research Foundation of SUNY, on behalf of Professional Development Program, Rockefeller College, University at Albany, for the Public Service Workshops Program. A formal competitive process was not utilized because of the lack of responses from various RFP's issued through the years.	

Contract No.	Vendor	Term
S12035	Jeffrey M Selchick, Esq.	4/1/13 – 12/31/16
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Jeffrey Selchick to act as a Master Arbitrator for the Article 34 Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Master Arbitrator to review grievances and conduct arbitration hearings under the Article 34 Grievance Procedure.	

Contract No.	Vendor	Term
C110006	Nancy Hoffman	11/11 – 3/31/16
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with James Martin to act as a Permanent Umpire for the Time and Attendance Disciplinary Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Permanent Umpire to review grievances and conduct arbitration hearings for the Time and Attendance Disciplinary Grievance Procedure.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
S100030	Allen C DeMarco	11/1/10 – 12/31/12
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Thomas Hines to act as a Master Arbitrator under the Expedited Discipline Pilot. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings under the Expedited Discipline Pilot.	

Contract No.	Vendor	Term
S100021	Thomas M Hines	6/1/10 – 12/31/11
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Thomas Hines to act as a Master Arbitrator under the Expedited Discipline Pilot. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings under the Expedited Discipline Pilot.	

Contract No.	Vendor	Term
S090001	Thomas Rinaldo, Esq.	6/1/09 – 12/31/13
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Thomas Rinaldo to act as a regional Arbitrator for the Expedited Resolution Pilot. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings under the Expedited Resolution Pilot.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
S090003	Mary Jane Bolter	1/1/09 – 12/31/13
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Mary Jane Bolter to act as a regional Arbitrator for the Expedited Resolution Pilot. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Arbitrator to review grievances and conduct arbitration hearings under the Expedited Resolution Pilot.	

Contract No.	Vendor	Term
S080001	Allen C DeMarco	3/1/08 – 12/31/11
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Allen DeMarco to act as a regional Permanent Umpire for the Time and Attendance Disciplinary Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Permanent Umpire to review grievances and conduct arbitration hearings for the Time and Attendance Disciplinary Grievance Procedure.	

Contract No.	Vendor	Term
S080002	Jeffrey M Selchick, Esq.	3/1/08 – 3/31/13
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with Jeffrey Selchick to act as a Master Arbitrator for the Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Master Arbitrator to review grievances and conduct arbitration hearings under the Expedited Resolution Pilot.	

Single Source Procurement Awards

Pursuant to New York State Finance Law §163.10(b), the Office of Employee Relations (OER) is presenting the following Single Source Procurement Awards.

Contract No.	Vendor	Term
S080004	James E Martin, Jr.	3/1/08 – 3/31/13
Scope	Arbitrator Services	
Single Source Justification	The Governor's Office of Employee Relations (GOER) has entered into a single source contract with James Martin to act as a Permanent Umpire for the Time and Attendance Disciplinary Grievance Procedure. A formal competitive process was not utilized because the selection process for this position was collectively negotiated. Under Article 33 of the negotiated Collective Bargaining Agreements between the State and CSEA, Labor and Management must agree and appoint a neutral party to serve as Permanent Umpire to review grievances and conduct arbitration hearings for the Time and Attendance Disciplinary Grievance Procedure.	