

Police Officer Grievance Arbitration Awards (MN Statute 626.892)

Summary of Arbitration Awards listed on the Bureau of Mediation Services' web site (<http://www.mn.gov/bms/arbitration/awards/>).
 "Sustained" means the grievance prevails overturning the original action. "Denied" means the original action prevails.

January, 2023

BMS #	Employer/Union	Arbitrator	Issue	Details	Award*	Basis/Argument
23POA0285	City of St. Paul and St. Paul Police Federation	Solarin, Adepuju O.	Written Reprimand	Police officer issued a written reprimand for following improper procedures in responding to an individual resisting arrest. Grievance filed on basis that no evidence of misdoing and discipline was excessive.	Denied	Written reprimand upheld. Grievant had cause to discipline for for procedurally improper actions in this incident, and similar incidents in the past.

July, 2022

BMS #	Employer/Union	Arbitrator	Issue	Details	Award*	Basis/Argument
22POA1234	Becker County and Law Enforcement Labor Services, Inc.	Swanson, Stephen D.	Discharge	Sheriff Deputy discharged for violating Sheriff's Dept policies, county personnel policies, and Minnesota POST Board policies when he engaged in a dangerous profanity and vulgarity laden shouting match when responding to a call at a private residence.	Denied	Termination upheld. In spite of positive service record, the grievant did not use his de-escalation tactics. His behavior was intentional, dangerous and totally unacceptable. Concern that a repeat would threaten safety of public.

February, 2022

BMS #	Employer/Union	Arbitrator	Issue	Details	Award*	Basis/Argument
22POA0516	Minnesota Management and Budget / MN State Patrol Troopers Association	Gaertner, Susan	Termination	State Trooper discharged for falsifying commercial vehicle inspection reports, failure to pull vehicles with serious violations out of service and turning off squad cam video during drivers encounters creating safety risk and violation of public trust.	Denied	Despite no previous discipline history, ER had just cause to terminate for serious misconduct.

April, 2021

BMS #	Employer/Union	Arbitrator	Issue	Details	Award*	Basis/Argument
21POA0935	Anoka County/Law Enforcement Labor Services	Gaertner, Susan	2 day Suspension	When responding to accident scene, grievant entered intersection on red, with lights & siren, struck by car who had the green.	Denied	15 yr. ee, 2 priors. Preventable accident. Discipline consistent with other cases.