



**State Employees
Association of
New Hampshire, Inc.**

Local 1984, Service Employees International Union
AFL-CIO, CLC

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February 20, 1990

HAND DELIVERED

Mary Ann Steele
Executive Secretary
NH PERSONNEL APPEALS BOARD
State House Annex
Concord, NH 03301

RE: Docket #89-T-4 Heinz Siebert

Dear Ms. Steele:

Enclosed please find four copies of the February 14, 1990 letter from Noreen Thompsen, M.Ed., of the Employee Assistance Program. Unless I hear otherwise, I will assume that this letter fulfills the requirements of the Board's February 1, 1990 order.

Thank you for your attention to this matter.

Sincerely,

Michael C. Reynolds
General Counsel

MCR/mgc

cc: Heinz Siebert (w/enc)
Lisa Carrier (w/enc)

State of New Hampshire



PERSONNEL APPEALS BOARD

State House Annex
Concord, New Hampshire 03301
Telephone (603) 271-3261

POST-HEARING ORDER APPEAL OF HEINZ SEIBERT

Docket #89-T-4

February 1, 1990

On August 30, 1989, the New Hampshire Personnel Appeals Board issued an order for reinstatement of Heinz Seibert, an employee of Laconia Developmental Services who had been discharged from his position as an attendant at Gardner's Grove Cottage, a residential group home operated directly by Laconia Developmental Services (LDS). The terms of reinstatement included the following:

"Further, it is ordered, and it is noted that Mr. Seibert has concurred that this would be agreeable (letter from Michael Reynolds of January 30, 1989), that Mr. Seibert, upon reinstatement, be referred to and participate in the Employee Assistance Program, so long as the Program shall deem his participation to be appropriate under its guidelines."

The Board's August 30, 1989 order "...encourage[d] cooperation by Mr. Seibert in this endeavor."

By letter to the Board dated December 27, 1989, LDS Human Resource Coordinator Lisa Currier requested that the Board clarify whether or not Mr. Seibert, under the terms of the reinstatement order, was obligated to provide LDS with proof of his meeting with Employee Assistance Program representative and of the EAP's decision/recommendation for his participation in an approved EAP program.

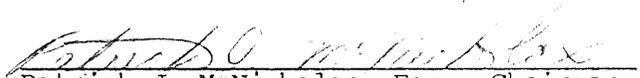
Mr. Seibert is ordered to provide both the Board and the Human Resource Coordinator of Laconia Developmental Services with proof of compliance with the Board's order of August 30, 1989. Included shall be a statement from the Employee Assistance Program representative attesting to Mr. Seibert's efforts to comply with the terms of the Board's order. Such proof shall be received by Laconia Developmental Services and the Personnel Appeals Board within twenty (20) calendar days of the date of this order.

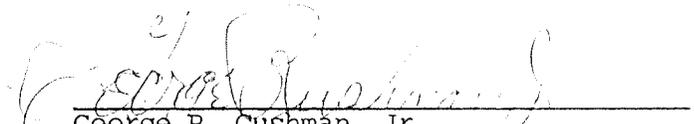
POST-HEARING ORDER
APPEAL OF HEINZ SEIBERT
Docket #89-T-4
January 17, 1990

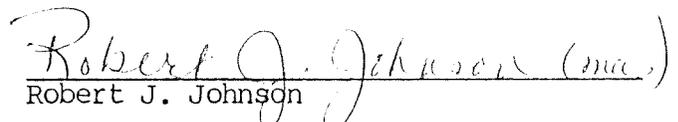
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Failure to comply, or prove a good faith effort to comply within the time specified may result in additional orders from the Board.

THE PERSONNEL APPEALS BOARD


Patrick J. McNicholas, Esq., Chairman


George R. Cushman, Jr.


Robert J. Johnson

cc: Lisa Currier, Human Resource Coordinator
Laconia Developmental Services

Heinz Seibert
Laconia Developmental Services

Virginia A. Vogel
Director of Personnel