

Arbitration Summary

UNION: Washington Federation of State Employees (WFSE)

AGENCY: Department of Social and Health Services

GRIEVANT: Denise Riggs

CBA: WFSE 2009-2011

ARBITRATOR: William Greer

DATE FILED: August 20, 2009

HEARING DATE: December 21, 2010

DATE OF AWARD: April 18, 2011

ARTICLE(S) GRIEVED:

Article 31 – Personnel Files

ISSUE STATEMENT(S):

Did the State violate Article 31 of the Collective Bargaining Agreement (CBA) when it maintained a file with documentation about Grievant's May 19, 2009 oral reprimand?

AWARD:

The arbitrator, William Greer, found that WSFE did not prove that the State violated Article 31 of the CBA when it maintained an HR file with documentation about Grievant's May 19, 2009 oral reprimand and the arbitrator dismissed the grievance.