

Arbitration Summary

UNION: Washington Federation of State Employees (WFSE)

AGENCY: Department of Social and Health Services

GRIEVANT: Jan Lauterbach, Carole Burinsky and Lynne Jewell-Clarkson

CBA: WFSE 2005–2007

ARBITRATOR: Philip Kienast

DATE FILED: February 17, 2006

HEARING DATE: May 25, 2007

DATE OF AWARD: August 22, 2007

ARTICLE(S) GRIEVED: Article 6.3 – Overtime Eligible Employees

ISSUE STATEMENT(S):

Did the Employer violate Article 6.3 of the Collective Bargaining Agreement (CBA) by denying Burinsky and/or Lauterbach's requests for a 4/10 compressed workweek in January 2006?

AWARD:

The Arbitrator, Philip Kienast, denied the grievance. Although not required by subsection 6.3 G of the CBA, the Employer did in fact consider the employees' personal and family needs and offered some flexibility in their schedules to handle such matters. The Employer has the right to put its operational requirements ahead of employees' personal and family needs when it sets work schedules or consider employee requests for alternate schedules.