

Arbitration Summary

UNION: Washington Federation of State Employees (WFSE)

AGENCY: Department of Social and Health Services

GRIEVANT: Warren McCausland

CBA: WFSE 2005–2007

ARBITRATOR: M. Zane Lumbley

DATE FILED: August 3, 2005

HEARING DATE: May 23, 2006

DATE OF AWARD: September 5, 2006

ARTICLE(S) GRIEVED:

Article 29 – Grievance Procedure

Article 39.4 – Use of State Facilities, Resources and Equipment

Article 39.5 – Bulletin Boards

ISSUE STATEMENT(S):

Was the Collective Bargaining Agreement (CBA) violated by not allowing bargaining unit members to distribute Union information in the workplace through e-mail or the electronic bulletin board or to distribute hard copies of information to employees? If so, what is the appropriate remedy?

AWARD:

The Arbitrator, M. Zane Lumbley, found that the Employer did not violate the CBA by refusing to allow bargaining unit members to distribute Union information in the workplace via any method other than the tangible bulletin boards provided by the Employer for that purpose. The grievance was dismissed.