Arbitration Summary

UNION: Washington Public Employees Association (WPEA)

AGENCY: Department of Fish and Wildlife

GRIEVANT: Deb Naylor


ARBITRATOR: Martin Henner

DATE FILED: August 22, 2005

HEARING DATE: September 27, 2006

DATE OF AWARD: October 31, 2006

ARTICLE(S) GRIEVED:
Article 6 – Hours of Work (Alternate Work Schedules)
Article 33 – Management Rights
Article 44 – Entire Agreement

ISSUE STATEMENT(S):
Did the Department violate Article 6 of the Agreement when it denied the Grievant’s request for an alternate work schedule? If so, what is the appropriate remedy?

AWARD:
The Arbitrator, Martin Henner, found there was nothing presented that would require him to overrule management’s exercise of its discretion in making its determination about whether sufficient business and customer service requirements necessitated the adoption of an alternate workday schedule. The grievance was denied.