

## **Arbitration Summary**

**UNION:** Washington Public Employees Association (WPEA)

**AGENCY:** Department of Fish and Wildlife

**GRIEVANT:** Deb Naylor

**CBA:** WPEA 2005–2007

**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.