Arbitration Summary

UNION: Washington Public Employees Association (WPEA)

AGENCY: Department of Natural Resources

GRIEVANT: Kirt Heikkila, Jerry Inman, Greg Bash, Kevin Crigger and John Geist


ARBITRATOR: Carol J. Teather

DATE FILED: March 17, 2006

HEARING DATE: April 12, 2007

DATE OF AWARD: June 13, 2007

ARTICLE(S) GRIEVED:
Article 6 – Hours of Work
Article 6.6 – Overtime-Eligible Paid Meal Periods for Straight Shift Schedules

ISSUE STATEMENT(S):
Did the Employer violate Article 6, Section 6.6 of the Collective Bargaining Agreement with respect to the work schedules of grievants Heikkila, Inman, Bash, Crigger and Geist? If so, what is the appropriate remedy?

AWARD:
The Arbitrator, Carol J. Teather, found that WPEA failed to meet the burden of proof in this contract interpretation. WPEA was not able to show sufficient evidence that the Grievants were required to remain on duty the entire time they were on the boat. The grievance was denied.