Arbitration Summary

**UNION:** Teamsters Local Union 117

**AGENCY:** Department of Corrections

**GRIEVANT:** Group Grievance (AHCC)

**CBA:** Teamsters 2007-2009

**ARBITRATOR:** Richard M. Humphreys

**DATE FILED:** July 16, 2008

**HEARING DATE:** April 23, 2009

**DATE OF AWARD:** August 14, 2009

**ARTICLE(S) GRIEVED:**
Article 20.4 – Personal Holiday
Article 21.12 – Additional Approved Vacation Leave (CBA Day)

**ISSUE STATEMENT(S):**
Did the State violate the Collective Bargaining Agreement (CBA) particularly Article 20.4 and 21.12 when it denied Grievants to take Personal Holiday/CBA Days when staffing levels were “Four above available relief”?

**AWARD:**
The arbitrator, Richard M. Humphreys, found that the Employer has the right to deny CBA/Personal Holidays provided there is rational basis for the denial. However, in this particular case Arbitrator Humphreys did not find the reason of denial given to the grievants was justified. Arbitrator Humphreys awarded both grievants receive compensation equal to the days of the CBA and Personal Holiday leave denied by the DOC.