Arbitration Summary

UNION: Washington Federation of State Employees (WFSE)

AGENCY: Department of Social & Health Services

GRIEVANT: Gabrielle White

CBA: WFSE 2007-2009

ARBITRATOR: Richard W. Croll

DATE FILED: August 1, 2008

HEARING DATE: June 16, 2009

DATE OF AWARD: August 26, 2009

ARTICLE(S) GRIEVED:
Article 11.8 – Vacation Cancellation
Article 39.9 – Time off for Union Activities

ISSUE STATEMENT(S):
Whether the Employer violated Articles 11.8 or 39.9 when it denied Gabrielle White her request for leave to attend a Union-sponsored conference on August 4th through August 8th, 2008. If so, what is the appropriate remedy?

AWARD:
The arbitrator, Richard W. Croll, found that WSFE failed to meet the burden of proof in this contract interpretation. An award was issued to say the State did not violate the CBA and the arbitrator dismissed the grievance.