

Arbitration Summary

UNION: Washington Federation of State Employees (WFSE)

AGENCY: Employment Security Department

GRIEVANT: Denise Oster

CBA: WFSE 2009-2011

ARBITRATOR: Alan Krebs

DATE FILED: September 21, 2009

HEARING DATE: January 24, 2011

DATE OF AWARD: April 19, 2011

ARTICLE(S) GRIEVED:

Article 4 – Hiring and Appointments

ISSUE STATEMENT(S):

Did the employer violate Article 4.2 when a non-permanent bargaining unit vacancy was not posted for 7 days? If so, what is the appropriate remedy?

AWARD:

In sum, Article 4.2 requires a seven day posting whenever there is a recruitment. For the reasons previously discussed, I find that it has not been sufficiently proven that the Employer must engage in a recruitment process, including a seven day posting, in all circumstances when it fills a non-permanent position.

It is the Award of your Arbitrator, for the reasons set forth in the attached Opinion, that the grievance is denied.