

Arbitration Summary

UNION: Washington Federation of State Employees (WFSE)

AGENCY: Employment Security Department

GRIEVANT: Zenaida Guevara

CBA: WFSE 2005–2007

ARBITRATOR: Gary L. Axon

DATE FILED: August 17, 2006

HEARING DATE: October 27, 2007

DATE OF AWARD: December 14, 2007

ARTICLE(S) GRIEVED:

Article 42 – Compensation

Article 42.25 – Assignment Pay Provisions

Appendix K – Assignment Pay Reference #18

ISSUE STATEMENT(S):

Did the State violate Article 42.25 specifically Appendix K, Reference #18 of the Collective Bargaining Agreement (CBA) by denying assignment pay when the current assigned job duties include proficiency in English and proficiency or formal training in an additional language is not required in the specifications for the job class of Work Source Specialist 3? If so, what is the appropriate remedy?

AWARD:

The Arbitrator, Gary L. Axon, found that the Employer acted in conformance with Article 42.25 and Appendix K, Reference #18 and did not violate the CBA. The grievance was denied and dismissed in its entirety.