

## **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 4<sup>th</sup> through August 8<sup>th</sup>, 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.