

CONSENT AWARD

#934

1. In accordance with Article 28.03 the employer shall not implement a policy which eliminates vacation usage in the Claims Management Department.
2. Vacation requests shall be considered on an ad hoc basis based on the totality of the facts and circumstances.
3. A yearly vacation canvass shall be conducted for the Claims Management Department in October or November of each year for the upcoming calendar year. Vacation requests that are approved will be for one week or more and will be based on seniority.
4. All other vacation requests will be considered on an ad hoc basis. These vacation requests that are approved will be approved on a first come, first served basis.
5. When the Claims Management Department determines that it needs to implement leave restrictions beyond minimum staffing levels it will communicate these circumstances to the Union President and/or designee prior to issuing notice to the bargaining unit members of the Claims Management Department.
6. The Director of Hearing Services shall meet with the Union President or designee and Staff Representative within 30 days of the signing of this agreement to discuss a system to garner input from the union regarding processing claims and implementing the ECM project.
7. This award is a clarification of the existing contract language and shall not be construed to modify, alter or limit either parties rights under the collective bargaining agreement.
8. This award resolves the following grievance numbers: 17-00-(06-03-22)-0027-01-09; 17-00-(06-06-09)-0059-01-09; 17-00-(06-06-09)-0061-01-09; 17-00-(06-06-23)-0068-01-09; 17-00-(06-06-23)0069-01-09; 17-00-(06-06-09)-0060-01-09; 17-00-(06-04-20)-0038-01-09; 17-00-(06-05-25)-0040-01-09; 17-00-(06-05-25)-0042-01-09; 17-00-(05-10-11)-0027-01-09; 17-00-(05-11-14)-0002-01-09

*[Handwritten Signature]*

Dr. David M. Pincus, Arbitrator

8/1/07

Date

The parties agree that a mediation was conducted on August 1, 2006 and as a result a Consent Award was issued by Dr. Pincus on August 1, 2006 not 2007. OCSEA James Johnson Industrial Commission Dr. David Pincus 8/1/07