

BEFORE THE ARBITRATOR

In the Matter of the Arbitration of a Dispute Between
ARROWHEAD UNITED TEACHERS ORGANIZATION
and
MERTON COMMUNITY SCHOOL DISTRICT

Case 28
No. 56069
MA-10164

Appearances:

Ms. Debra Schwoch-Swoboda, UniServ Director, Cedar Lake United Educators Council, appearing on behalf of the Association.

Mr. Robert W. Butler, Staff Counsel, Wisconsin Association of School Boards, Inc., appearing on behalf of the District.

ARBITRATION AWARD

Pursuant to a request by the parties for the appointment of an arbitrator to hear a dispute between the parties, the Wisconsin Employment Relations Commission designated the undersigned as the arbitrator. Hearing was held in Merton, Wisconsin, on May 20, 1998. During the hearing, the parties agreed to resolve the grievance on the basis of the following

CONSENT AWARD

Section 14.01 (b) will be amended to read as follows:

Illness or injury of immediate family member. For the purpose of 14.01 (b), immediate family shall be defined as the employee's parents, spouse, children and any such relationship of the spouse's family, and, any person residing in the employee's household.

A new Section 14.01 (f) will read as follows:

Weddings and wedding rehearsals for immediate family. For the purpose of 14.01 (f), immediate family shall be defined as the employee's parents, spouse, children, siblings and their children, grandparents, and, any such relationship of the spouse's family, and, any person residing in the employee's household.

The previous 14.01 (f) will become 14.01 (g) without any change in the language and will read as follows:

Leave for similar personal obligations not specifically listed here may be approved by the administrator.

The following language is to be added to the existing Section 14.03:

"Where the employee is a member of a wedding party for a person outside of the immediate family, release days shall be granted for the wedding and the wedding rehearsal, provided the employee makes the request at least two days in advance and pays the cost of the substitute."

Georgette Kohler will be reimbursed for the substitute costs incurred on October 17, 1997.

Based on the foregoing Consent Award, the undersigned considers the arbitration proceeding resolved and relinquishes jurisdiction of the matter.

Dated at Madison, Wisconsin, this 29th day of June, 1998.

Douglas V. Knudson /s/

Douglas V. Knudson, Arbitrator