

**GRIEVANCE**

DATE: March 9, 2007

GRIEVANT: Steve Bell and all other similarly situated WAFWP members

DATE of ACT: March 7, 2007

ARTICLES: 44.5

FACTS: On March 7, 2007 Larry Peck sent an email communication to all WDFW employees to which he attached several policy revisions and a 2006 Policy Acknowledgement form. Part of these revisions included the discontinuation of Policy 4015- Adopting Flexible Work Hours. This policy impacts a mandatory subject of bargaining and in accordance with Article 44.5 of the parties' Collective Bargaining Agreement, WDFW cannot unilaterally rescind this policy without bargaining.

REMEDY: Reinstate Policy 4015 and engage in contractually-required bargaining.

DATED: \_\_\_\_\_

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On behalf of Washington Association of Fish and Wildlife Professionals