

SCENARIO 1

Ali requested a day off from work next month during the holiday Eid al Fitr, which marks the end of Ramadan. Ali's supervisor denied the request and told him that he was too new to use his earned leave. Ali has only been a state employee for 2 months, and his requested leave is 6 weeks away. He is still on probation.

Getting time off for this holiday is important to Ali and his family, but he was hesitant to argue the case with his supervisor since he is still new to his job. One of Ali's co-workers suggested that he talk to his steward, and he has agreed that an informal resolution conversation would be helpful.

HINT: Through bargaining, Ali's union recently removed the rule against using accrued leave during the first 6 months.

PREP QUESTIONS:

- What is the problem that needs to be resolved?
- What violation(s) have occurred?
- What is our union's position?
- What is our leverage?
- What position do we expect management to take?
- What is the remedy we request?

SCENARIO 2

Cathy has worked for the state for 25 years. Since her new supervisor, Jan, started the climate at work has changed. Jan spends a lot of time helping a her three new hires but treats other employees differently. In meetings Jan often interrupts Cathy and has even mocked her ideas during a staff meeting. Afterward some coworkers approached Cathy to make sure she was okay.

Two months ago, Cathy asked Jan for help with a new software program that tracks work progress. Jan ignored 3 emails requesting assistance. Now, Cathy's performance evaluation says she isn't completing her work when the actual problem is that she needs help with the reporting software. Jan never mentioned this issue before putting it in the evaluation. Cathy wants help to correct the record and get the training she needs.

HINT: Under Cathy's CBA, supervisors are required to notify members of performance concerns before they show up in an evaluation.

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