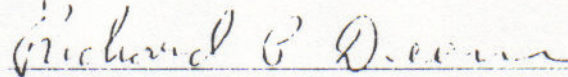


**Award:**

The proposed work schedule change has not been implemented at this time, thus I cannot rule on the Union's grievance. However, in accordance with the issue before arbitration, I hereby find that if the City unilaterally implements their proposed schedule changes without reaching a mutual agreement with the Union, they will be in violation of the language contained in Section 22.1 of the parties' CBA.

Signed this 9th day of February, 2004



Richard P. Deem, Arbitrator