

**ARBITRATION CASE**

**Before**

Montgomery County Council of  
Supporting Services Employees

Louis Aronin  
Name of Arbitrator

v.

May 6, 1996  
Date of Decision

Board of Education of  
Montgomery County

**Issue: (Use exact issue as framed)**

Whether the termination of the grievant is arbitrable? Whether the grievant resigned from employment? Whether the grievant was probationary at time of termination?

**CONTRACT PROVISION(S):**

Article 17, Discipline and Discharge - Section A  
Article 3, Employee Bargaining Unit Defined - Section D

**DECISION: (Include brief synopsis of arbitrator's reasoning)**

Grievance denied. The grievant did resign. The grievant was a probationary employee and had no right to grieve.

**COMMENTS: (Local negotiator input on effects of decision on system)**

The grievant's probationary period was extended for two three-month periods due to poor evaluations. The Grievant wrote letter of resignation, which was left in work place, but not submitted to the Department of Personnel Services.