

VP POLICY AND SENIOR GRIEVANCE OFFICER REPORT

September 29, 2017

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GRIEVANCES

| Grievance | Articles | Req. Remedies | Outcome |
|--------------------|---|---|--------------------------------------|
| Step Two grievance | Article 22— Workplace environment | Confidential | Timelines extended by mutual consent |
| Step Two grievance | Article 4.8.2 (criteria for re-appointment) 4.8.3 (seniority) 4.8.4.1 (posting of available courses) 4.8.9 (ineligibility for reappointment) | Compensation for not being allocated a course contract faculty member had taught several times previously. | Currently at Step Two |

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|--------------------|--|---|---|
| Step One grievance | <p>Article 25.6— Discipline Article 26— Personnel file</p> <p>25.6 “The measures above are normally followed in sequence; however, . . . the disciplinary process can begin at any point.”</p> | <ul style="list-style-type: none"> -Letter of warning reduced to reprimand -Correct factual inaccuracy -Change length of time letter will be on file -acknowledge that university systems contributed to disciplinary issue | <p>Partial resolution</p> <ul style="list-style-type: none"> -Letter remains a reprimand -Factual inaccuracy corrected -Time letter on file reduced by one year -administration will review procedures and support for faculty -Decision not to advance to Step Two |

OTHER

- Two upcoming meetings to discuss possible Step One grievances

POLICIES

- Institutional Risk Management Policy is in the 30 day consultation period.