

STAFF SENATE GRIEVANCE COMMITTEE

March 9th, 2021 Meeting Report

No grievances have been filed since the last Staff Senate meeting. The SGC Chair and Vice Chair met with Mary Elizabeth Miles, Donna Ernst, and Will Adamchik (Staff Grievance Officer) via Teams on February 25th. The main topic of discussion was to revisit the progressive discipline policy, specifically with regard to an instance in which a grievant was already in the grievance process when they received further discipline. In that instance, SGC members were able to meet with representatives from HR to discuss the problem, and the second disciplinary action was ultimately revoked. During this meeting, all parties agreed that this is a rare occurrence that can be handled on an as-needed basis between SGC and HR. Changing the policy in an attempt to prevent such occurrences from happening again would likely lead to further confusion and “what-if” scenarios that are difficult to foresee. There are certainly instances in which progressive discipline can and indeed should be allowed to proceed even if a grievance is ongoing. The consensus is that the positive relationship between SGC and HR can and should be trusted to handle any rare events such as the one that brought about this conversation in the first place.

During this meeting, Mary Elizabeth and Donna fulfilled their promise to add racial and gender demographics to the summary of grievances going back to 2015. As with their previous willingness to share departmental information, confidentiality is of utmost importance in the handling of this data. There will therefore be two separate copies of this data maintained by SGC: a Chair’s copy that only the Chair and Vice Chair of SGC may see which includes all data, and a departmentally de-identified copy that may be shared on a limited basis for specific purposes only. For example, SGC members may view and discuss the departmentally de-identified copy; we will also share this copy with leadership from CODRE and COSW for their ongoing efforts. I want to personally thank Mary Elizabeth Miles and Donna Ernst for their continued dedication to transparency, and for treating SGC as an equal in every aspect of the grievance process.

Finally, we have put out the call among SGC members for an *ad hoc* subcommittee to look at the SGC charter, annual goals and objectives, and training materials from both an anti-racist as well as a diversity/inclusion standpoint. We hope to seat this subcommittee and begin this important work very soon.

Respectfully submitted,

Jason Beare