

SGO Annual Report to Staff Senate 2022-23

Date	Type	Underlying Issue	Assistance Provided
7/15/2022	Grievance	Supervisor/Employee dynamic	Consultation - Grievance process
7/28/2022	Grievance	Written Warning	Consultation - Grievance process
7/29/2022	Pre-term	Performance expectations.	Pre-term - Consultation and Meeting
8/24/2022	Grievance	False accusations	Consultation and advice
8/24/2022	Grievance	Supervisor/Employee dynamic	Consultation and advice
9/26/2022	Pre-term	Unknown	Pre-term - Consultation and Meeting
9/27/2022	Grievance	Workplace dynamic.	Consultation - Assist with grievance form
9/28/2022	Pre-term	Performance expectations/reporting lines.	Pre-term - Consultation/Prep
9/28/2022	Grievance		Consultation - Not a grievance
10/7/2022	Pre-term	Insubordination/timekeeping	Pre-term - Consultation/Prep
10/12/2022	Grievance	Staff/Faculty interactions	Consultation - Not a grievance
10/31/2022	Grievance	Written Warning	Consultation - Grievance process
11/1/2022	Grievance	Written Warning	Consultation - Grievance process
11/7/2022	Grievance	Written Warning	Consultation - Assist with grievance form
11/29/2022	Appeal		Termination Appeal
12/8/2022	Grievance	Written Warning	Consultation - Grievance process
1/4/2023	Grievance	Staff/Staff interactions	Consultation - Grievance process
1/13/2023	Pre-term	Performance expectations.	Pre-term - Consultation and Meeting
1/18/2023	Grievance	Written Warning	Consultation - Assist with grievance form
2/1/2023	Grievance	Performance expectations/timekeeping	Consultation - Grievance process
2/3/2023	Grievance	Written Warning. Timekeeping.	Consultation - Grievance process
3/1/2023	Appeal		Termination Appeal
3/17/2023	Grievance	Performance Expectations	Consultation - Assist with grievance form
4/4/2023	Pre-term	Final written warning.	Pre-term - Consultation/Prep
4/5/2023	Grievance		Consultation - Not a grievance
4/18/2023	Grievance		Consultation - Assist with grievance form
4/21/2023	Pre-term	Unknown	Pre-term - Consultation/Prep
5/30/2023	Grievance		Consultation - Grievance process
5/31/2023	Grievance	Written Warning	Consultation - Grievance process

Summary

Appeal	2
Grievance	20
Pre-term	7
Total	29

Belknap	19
HSC	10

Female	20
Male	9

Themes

Performance expectations not being met ('Fit')
 Supervisor/Employee Dynamic
 Being set up to fail