

## **STAFF SENATE GRIEVANCE COMMITTEE**

### **November 11, 2019 Meeting Report**

The Staff Grievance Committee did not receive any grievances this month, so we have not met. However, I do have some good news to share, as well as some bad news. The good news is that, following several conversations with HR representatives, HR has now agreed to share the final decision of the Grievant Authority with SGC from now on. This is very exciting news, as SGC has never received the final outcome of individual cases before. Now we will see exactly how often our recommendations are followed by the final Grievant Authority.

The bad news is that we received the final outcome for our recent grievance hearing from early October, and the Grievant Authority decided against the SGC's recommendation. We had found in favor of the grievant and recommended that a written warning be removed from the grievant's file. Unfortunately, the Grievant Authority did not agree, and the written warning was upheld.

Needless to say, the SGC members who served on this hearing were very discouraged by this outcome. The silver lining here is that at least we know the final outcome of this case, and we can track how frequently our recommendations are followed going forward. We are officially 0 for 1 so far, so we'll see if HR's assurances that the Grievant Authority agrees with the SGC's recommendation "at least 90% of the time" holds true.

Respectfully submitted,

Jason Beare

Chair, Staff Grievance Committee