

STAFF SENATE GRIEVANCE COMMITTEE

February 8th, 2022 Meeting Report

The Staff Grievance Committee has received four grievance referrals since the last full Senate meeting. The grievances involved a suspension without pay, two written warnings, and a final written warning. After convening separate hearing committees for each case, interviewing grievants, supervisors, and relevant witnesses, each individual hearing committee unanimously voted to uphold the discipline involved in the case. Needless to say, four grievances over two months was quite taxing for the SGC members. I would like to acknowledge the amazing group of Senators on this committee for their tireless work. SGC also owes a debt of gratitude to a former SGC member, Pat Smith, who agreed to be added as an *ad hoc* SGC member and then served as Chair for two cases where conflicts of interest prevented SGC leadership from chairing individual hearing committees. Thank you so much for your dedication and hard work, Pat.

The Grievance Policy Review group including Mary Elizabeth Miles, Donna Ernst, PED Chair Virginia Hosono, and I met on Monday, January 17th. The discussion continues to be open and collegial, and as the policy review progresses, Virginia and I will bring policy suggestions to the Senate for further discussion.

Respectfully submitted,



Jason Beare

Chair, Staff Grievance Committee