

## STAFF SENATE GRIEVANCE COMMITTEE

### April 12<sup>th</sup>, 2022 Meeting Report

The Staff Grievance Committee met on Monday, March 14<sup>th</sup> for the annual mid-year meeting. During the current Senate year, SGC has received six total grievances, with one rescinded upon termination of the grievant (five grievance to completion). The grievance breakdown is as follows: two written warnings, one suspension without pay, three final warnings (one of which led to termination); three males, two females; two Caucasian grievants, one Black grievant, one Asian grievant, one undisclosed. In these five grievances, SGC recommended to uphold the discipline in four cases and overturn in one case. The final grievant authority upheld the discipline in all five cases.

Every single member of SGC has served on at least one grievance hearing. This 100% participation rate is phenomenal, and all members are to be commended for their dedication to the Committee. There was discussion of allowing members who would like to learn more about serving as Chair of a hearing committee to serve as “Co-Chair” for a grievance hearing, during which they will receive guidance and mentorship from current SGC leadership. This not only allows Committee members to gain experience, but also offers additional Chair possibilities for those rare occurrences when both the Chair and Vice Chair must recuse themselves from a case. There were also discussions on the merits of virtual vs. in-person interviews for grievances, with the majority believing that virtual interviews are more convenient but keeping the option of in-person meetings available for grievants and/or supervisors if they prefer.

The ongoing Grievance Policy Review was also discussed, with additional ideas brought forward for the SGC Chair to present at the next meeting with HR and PED leadership.

Overall, it has been a productive year for SGC so far. We will continue to discuss policy and monitor grievant demographics going forward, and hope to have some tangible policy changes to discuss with the full Senate in the not-too-distant future.

Respectfully submitted,



Jason Beare

Chair, Staff Grievance Committee