

SGO Annual Report to Staff Senate 2024-25

Date	Type	Underlying Issue	Assistance Provided
7/10/2024	Grievance	Written Warning	Consultation
7/16/2024	Grievance	Written Warning	Consultation
7/25/2024	Pre-termination Hearing	Final Written Warning	Prep and Attend Hearing
7/26/2024	Questions/Advice	Pre-emptive retaliation	Consultation
7/26/2024	Grievance	Written Warning	Consultation
9/3/2024	Pre-termination Hearing	Final Written Warning	Prep and Attend Hearing
9/5/2024	Questions/Advice	Not grievable situation.	Consultation
9/5/2024	Questions/Advice	Not grievable situation.	Consultation
9/13/2024	Grievance	Written Warning	Consultation
9/24/2024	Pre-termination Hearing	End of provisional period.	Prep and Attend Hearing
10/1/2024	Pre-termination Hearing	PIP Expectations	Prep and Attend Hearing
10/1/2024	Questions/Advice	Not grievable situation.	Consultation
10/11/2024	Grievance	?	Consultation
10/21/2024	Grievance	Written Warning	Consultation
10/30/2024	Pre-termination Hearing	End of provisional period.	Prep and Attend Hearing
11/1/2024	Pre-termination Hearing	Timekeeping	Prep and Attend Hearing
11/14/2024	Pre-termination Hearing	End of provisional period.	Prep and Attend Hearing
11/25/2024	Pre-termination Hearing	End of provisional period.	Prep and Attend Hearing
12/10/2024	Grievance	Written Warning	Consultation
1/14/2025	Pre-termination Hearing	Professional expectations.	Prep and Attend Hearing
1/16/2025	Pre-termination Hearing	End of provisional period.	Prep and Attend Hearing
1/24/2025	Questions/Advice	Not grievable situation.	Consultation
1/28/2025	Grievance	?	Consultation
2/6/2025	Pre-termination Hearing	End of provisional period.	Prep and Attend Hearing
2/25/2025	Grievance	Written Warning	Consultation
3/12/2025	Questions/Advice	Not grievable situation.	Consultation
3/14/2025	Grievance	Performance Evaluation	Consultation
5/7/2025	Grievance	Written Warning	Consultation
5/8/2025	Pre-termination Hearing	Written Warning	Prep and Attend Hearing
5/22/2025	Pre-termination Hearing	?	Prep and Attend Hearing
6/16/2025	Grievance	Working Conditions	Consultation
6/26/2025	Grievance	Final Written Warning	Consultation

Summary

Grievances 13
Pre-terms 13
Questions 6
Total: 32 touchpoints

Belknap 21
HSC 11

Male 12
Female 20

Race/Ethnicity
Black/AA 5
Hispanic/Latino 1
White 14
2+ 2
Unspecified 3
Unknown 7

Age Range
18–24 3
26–34 3
35–44 10
45–54 3
55+ 7
Unknown 6

Key Themes

Supervisor/Employee Dynamic
Fear of Retaliation
Workplace Culture