

SGO Annual Report to Staff Senate 2023-24

Date	Type	Underlying Issue	Assistance Provided
7/14/2023	Grievance	Performance expectations.	Discussion about options. Not-grievable.
8/13/2023	Grievance	Supervisor/Employee dynamic	Discussion about options. Not-grievable.
8/14/2023	Pre-term	Provisionary employee.	Meeting prep
8/25/2023	Grievance	Written Warning	Questions about grievance process.
8/31/2023	Grievance	Written Warning	Questions about grievance process.
9/15/2023	Appeal		
9/28/2023	Pre-term	End of provisional period.	Meeting prep, discussion, debrief
10/10/2023	Pre-term	End of provisional period.	Meeting prep.
10/17/2023	Grievance	Written Warning	Questions about grievance process, materials review.
10/21/2023	Pre-term	End of provisional period.	Meeting prep.
11/29/2023	Grievance	Final written warning.	Follow up after grievance process.
12/14/2023	Grievance	Outside reporting lines.	Questions about grievance process.
1/3/2024	Grievance	Not grievable situation.	Grievance documentation review.
2/7/2024	Appeal		
2/8/2024	Grievance	Supervisor/Employee dynamic	Questions about grievance process.
2/9/2024	Grievance	Application of policy.	Discussion about options. Not-grievable.
2/13/2024	Grievance	Supervisor/Employee dynamic.	Discussion about options. Not-grievable.
3/18/2024	Pre-term	End of provisional period.	Questions about pre-term meeting.
3/20/2024	Grievance	Supervisor/Employee dynamic.	Discussion about options. Not-grievable.
3/22/2024	Grievance	Supervisor/Employee dynamic	Questions about grievance and mediation process.
4/3/2024	Grievance	Written Warning	Questions about grievance process.
4/8/2024	Pre-term	Supervisor/Employee dynamic	Meeting prep. Appeal discussion.
4/19/2024	Grievance	Final written warning.	Questions about grievance process, materials review.
4/19/2024	Pre-term	Performance expectations	Questions about pre-term meeting.
4/25/2024	Appeal		
4/29/2024	Pre-term	End of provisional period.	Meeting prep, discussion, debrief
5/14/2024	Grievance	Not grievable situation.	Questions about grievance process.
5/22/2024	Grievance	Supervisor/Employee dynamic	Questions about grievance process.
6/4/2024	Pre-term	End of provisional period.	Meeting prep, discussion, debrief
6/12/2024	Grievance	Not grievable situation.	Questions about grievance process.

Summary

Appeal	3
Grievance	18 *6 not grievable situations.
Pre-term	9
Total	30

Belknap	14
HSC	16

Female	20
Male	10

Themes

- Performance expectations not being met ('Fit')
- Supervisor/Employee Dynamic
- Not grievable situation - Looking for an outlet
- Not UofL employee (UofL Health/patient)