

## Grievance Officer Report

Steven M. Durbin      7/24/2020

I have been working on a number of issues since my last report (6/26/2020), all from home, of course, given the current COVID-19 state of affairs. A brief update on the most relevant:

1. I have provided advice to members in several colleges regarding Article 25, the invoking of which has now been withdrawn by the administration – a major victory for WMU-AUUP.
2. Executive committee voted to approve arbitration on the grievance filed against Sindecuse and their November 2019 email notice that faculty access to lab services was being restricted to only those ordered by a Sindecuse physician. While we continue to prepare for that, we have in the meantime been approached by the administration and I hope an update will be available by next report.
3. We have a response on the OIE grievance. We have been advised that **our grievance was upheld**. I am working with the Director of Academic Labor Relations to finalize language in letters that are issued from that office to bargaining unit members to ensure compliance with the contract language by the end of this month, as per written communication from the administration.
4. I continue working on several legacy issues, one of which concerns what was once called the OVPR, and a grievance filed by my predecessor regarding overload. I am still working to initiate the requested mediation hearing, but have been focused on the more contemporary grievances given their timeline.
5. I have been providing advice regarding how department policy statements and shared governance principles apply to our current situation.
6. I have accompanied two members to different meetings with the administration, one regarding tenure and promotion, and the other regarding concerns raised by an email from a chair/director.
7. I have been continuously advocating for better direction to chairs and directors regarding faculty workload assignments, and the contractual right for faculty to provide direct input in how to deliver their programs with reduced resources, in collaboration with Tim Michael.
8. I continue to work directly with Tim Michael as we advise faculty from various colleges on workload issues, retirement-related questions, and other contractually related issues. We are more or less alternating during the summer, although the current situation makes that problematic at times – there is plenty of work at the moment, answering emails, and meeting with members.