

Grievance Officer Report

Steven M. Durbin 6/26/2020

I have been working on a number of issues since my last report (4/24/2020), all from home, of course, given the current COVID-19 state of affairs. A brief update on the most relevant:

1. We had a step two grievance hearing regarding Sindecuse lab services on April 14th via Webex, with Sue Nelson accompanying me, and Nancy Mansberger and Warren Hills representing WMU. We received notification on 23 April 2020 that the grievance was not upheld, although no compelling argument was provided by WMU. Having received an extension until July 1 for the chapter to determine if it wants to pursue this issue to arbitration, I have been assembling documents and working with the chapter attorney in preparation.
2. 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. We received several years' reports from OIE which had not been provided as required by contract.
3. 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.
4. I have been providing advice regarding how department policy statements and shared governance principles apply to our current situation.
5. I have been continuously advocating for better direction to chairs and directors, initially regarding faculty meetings scheduled during the two-day "transition" to online in March, and most recently messaging regarding faculty workload assignments, and the contractual right for faculty to provide direct input in how to deliver their programs with reduced resources.
6. I have provided advice to members in several colleges regarding Article 25.
7. 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.