

UCPEA REPS MEETING August 2010



**UCPEA
GRIEVANCE
REPORT
2010**

Year in Review by the Numbers



- ❖ Year to Year Case Numbers
- ❖ 2006: 122 cases opened
- ❖ 2007: 101 cases opened
- ❖ 2008: 113 cases opened
- ❖ 2009: 119 cases opened
- ❖ 2010: 48 cases opened to date, 23 cases pending from 08-09, primarily reclassification and performance issues
- ❖ In addition, UCPEA estimates that we respond to more than 1,200 inquiries per year which do not become 'formal' complaints or grievances, but which can involve significant time with a member in order to resolve a work-related problem or provide effective guidance under the contract or the law

Year in Review by the Issues



- Termination during Original Probation
- Extensions of Original Probation
- Letter of Direction
- Letter of Warning
- Suspension w/o Pay
- Termination for misconduct
- Termination for performance
- End Date Non-Renewals
- Privatization of Work
- Investigation Meetings at HR, ODE and OACE



Year in Review by the Issues



- Medical, Dental, FMLA, ADA , LTD Issues
- Change in work duties or hours of work
- Excessive Workload
- Comp time disputes
- Leave Time denials
- Misuse of property
- Policy Violations
- UCPEA and HR Dispute over policies
- Outside employment dispute
- Unit Determination disputes
- Sick Buildings
- Ethical complaints to ODE
- LTD (disability) issue



Year in Review by the Issues



- Conflict with supervisor or coworker
- Hostile Work Environment
- Harassment , Bullying, Intimidation
- Discrimination: age, race, national origin, union activity
- Whistleblower Retaliation
- Unfair Labor Practice: Union Animus



Notable Issues



- Bullying, Harassment and Hostile Work Environment complaints continue to be filed, with little-to-no-redress by any entity at UConn
- ARP Grievance filed through SEBAC
- Increase in the number of employees dismissed during Original Probation, or given Extensions of OP
- Non-Renewals of End Dates continue, but HR not providing timely notification to UCPEA
- Public Records Requests: Significant delays at HR – issue to be reviewed by UCPEA Legal Counsel

United We Stand, Divided We Beg



UCPEA Responds

“We need to strengthen many areas of the contract relating to employees’ grievance rights, comp time accrual, the classification process, employee promotion and transfer rights, end date employee protections; and we need to effectively put a stop to the bullying, harassment and discrimination that many UCPEA members face on the job every day.” *Mike White, UCPEA 1st VP for CB*

Meetings with members & activist-focus-groups on problems in the workplace & with our current contract language

More specific training for activists & members to inform, educate and protect

Workplace Climate Surveys to monitor and respond to hostile and disrespectful workplace environments

Engaging additional legal resources through AFT

Using the UCPEA website for informational and training videos, and to post info about disputes with the University