Grievance Policy

Breakout Agenda

- What is a Grievance?
- Key Benefits of the Grievance policy
- Timing
- Frequently Asked Questions
- Audience Q&A
What is the Grievance policy?

Main Features

• The purpose of the grievance policy is to resolve workplace related disputes and to ensure that policies and procedures are being adhered to and uniformly applied.

• The Grievance process includes:
  • Informal resolution between the employee and supervisor
  • Hearing with the College, School or Division representative
  • Hearing with the Office of Human Resources
  • Hearing before an impartial hearing panel/campus hearing officer – or – WERC (if permanent employee prior to July 1, 2015)
What is the Grievance Policy?
Main Features - Continued

• The policy applies to Classified/University Staff employees.
• The new grievance policy goes into effect July 1, 2015.
• Employees may exercise all rights and procedures in the policy without being subject to harassment or retaliation.
Grievance Policy

Key Benefits

• The Grievance policy provides a process by which University Staff employees will continue to be able to ensure that Departmental and University policies and procedures, practices and applicable laws are complied with.

• Employees will be able to grieve disciplinary decisions and discharges.

• This policy helps ensure that employees are treated equitably by their managers and supervisors in accordance with University policies.
### Grievance Policy

#### Timing

<table>
<thead>
<tr>
<th>Date</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 2014</td>
<td>Classified Staff Executive Committee received policy</td>
</tr>
<tr>
<td>August 2014</td>
<td>CSEC Ad Hoc Grievance Policy Committee began reviewing policy</td>
</tr>
<tr>
<td>October 2014</td>
<td>Ad Hoc Committee completed recommended modifications to policy</td>
</tr>
<tr>
<td>November 2014</td>
<td>Classified Staff Congress reviewed policy</td>
</tr>
<tr>
<td>July 1, 2015</td>
<td>New Grievance Policy goes into effect</td>
</tr>
</tbody>
</table>
Grievance Policy
Frequently Asked Questions

- **Can I still file a grievance?**
  - Employees will continue to be able to grieve policy and procedure violations as well as disciplinary actions and dismissals.

- **Can I have support from a representative during the process?**
  - Employees will have the ability to have the assistance of a representative throughout the grievance process, if they so choose.
• **Will I be able to attend a grievance while in pay status?**
  – Grievants will be able to pursue their grievance while in pay status.
  – UW Madison employees acting as representatives may attend the grievance hearing while in pay status if scheduled during their normally scheduled work hours with supervisor approval.
Questions?
Thank You