

Report of the Chair of the Grievance Committee
MSCA Delegate Assembly
Friday April 24, 2020

The MSCA grievance Committee Chair serves as a resource to campus grievance officers during the initial stages of grievances and works directly with grievants if grievances proceed to mediation and/or arbitration. The MSCA grievance chair also communicates and consults with the MSCA president.

Many grievances are resolved at the campus level. This efficient enforcement of the collective bargaining agreement demonstrates the competence and commitment of the campus grievance officers. If grievances are not resolved at the campus level the MSCA grievance committee determines if the grievance merits being taken to mediation and/or arbitration.

At the beginning of academic year 2019-2020 there was a backlog of 27 grievances slated as pending mediation or arbitration. In September 2019 local grievance officers, the MSCA president and the MSCA grievance secretary began working to clear the backlog. Collectively we were able to determine that some of the backlog were moot, and some grievances had been resolved. The remaining grievances were scheduled for mediation and arbitration. Although several mediations had to be postponed due to the COVID-19 shutdowns, as of April 17, 2020 the backlog was reduced to four mediations/arbitrations pending. This reduced backlog allows us to move unit-member grievances through the mediation and/or arbitration process in a timelier manner than at any time with which I am familiar.

This academic year the MSCA grievance committee considered 22 grievances for mediation and arbitration. Topics of grievances considered for mediation and/or arbitration included violations of evaluation procedures, violations of governance procedures, and non-contractual discipline of unit members.

Respectfully submitted,

Robert L. Donohue, Ph.D.
MSCA Grievance Committee Chair