

Report of the Chair of the Grievance Committee  
MSCA Delegate Assembly  
Friday April 29, 2022

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.

The MSCA and the employer maintain a list of mutually agreed to mediators. In fall 2021 all the mutually agreed to mediators retired. This resulted in several months when no mediations were scheduled. We now have a slate of mutually agreed to mediators, and mediations have resumed.

At the beginning of academic year 2021-2022 there were 15 grievances pending mediation or arbitration. Over the course of the academic year the Grievance Committee considered 35 grievances for mediation or arbitration. As of April 20, 2022 there are 32 grievances pending mediation or arbitration. Over the academic year the Grievance Committee was able to resolve 8 grievances.

The large backlog of issues to be mediated or arbitrated is the result of several months where mediations could not take place, and the limited number of dates each year that the CBA specifies as mediation dates.

Respectfully submitted,

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