

STAFF AFFAIRS COMMITTEE

Wednesday, March 4, 2015

10:00am - Murie 330

The Staff Affairs Committee met today and discussed the item as indicated below.

Those attending in person included: Jesse Atencio, Susie Carson, Kim Eames, Jane Groseclose, Melody Hughes, Jenel Merrifield, Sue Mitchell, Mathew Mund, Dean Ojala, and Jeff Baxter.

The bulk of the meeting was spent discussing the emergency changes to the UA System Layoff Policy. There is deep concern because it appears the changes virtually eliminate a significant tool available to employees who receive a notice of layoff. Rather than using the existing grievance process, there is a review process where an HR representative will appoint a review official to see if there is cause for grievance. If it is determined there is no cause for grievance, the employee will be laid off without further recourse.

There are several things wrong with this policy:

1. If an employee requests review, the appointed review official can be the very person who made the decision for layoff in the first place.
2. The grievance process was in place for a reason and it's not broke! It is fundamental to an employee to ensure their layoff was not a result of legal violations (age discrimination, for instance).
3. The review process was instated under emergency conditions which allowed this change to by-pass shared governance. An emergency change does not seem to be merited in this case.

As a result, the committee will draft a resolution to be considered by the full Staff Council at the April 6 meeting.

The resolution is attached.

Thanks,
Jeff Baxter
Chair, Staff Affairs Committee