

Grievance/Complaint List – Redacted for Standard III.A 3-11

Grievance/ Complaint	Issue/Article	Timeline	Parties Responsible	Result
Classified Employee Complaint	Hostile Work Environment/Bullying	Received 2/6/19. Notice of Investigation issued 2/7/19. Investigation Due Date: April 7, 2019	M. Richerson; S. Pointer – CCFT Rep; M. Medeiros	
CCCUE – Grievance.	Article 5.5.1, 5.6.1. Requests letter of reprimand removed from file.	Level One received – 9/12/18. Level One response sent 9/13/18. Level Two received – 9/24/18 Meeting w/Dr. Stearns scheduled for 10/3. Level Two Response sent 10/4/18.	M. Richerson; J. Stearns; H. Perry – CCCUE Rep; Grievant	Level one denied as not grievable. Level two denied as not grievable. Closed 10/4/18
CCFT – Grievance	Article 3 and 9	Level one received 8/20/18 pending informal meeting with Dean. Informal	M. Medeiros; M. Richerson; T. Patchell -- CCFT Rep; Grievant	Grievance is pending pre-discipline investigation. In abeyance 9/10/18. Closed 11/16/18 with

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		meeting held on 8/31/18		completion of disciplinary investigation. No discipline issued.
Grievance	Article 13 – Letter of Reprimand	Level One received 8/1/18. Meeting w/Catherine by 8/15/18.	C. Riedstra; M. Richerson; H. Perry – CCCUE Rep; Grievant	Notice that LOR is not grievable per contract. 8/7/18. Closed 8/22/18.
Grievance - Coaching Compensation	Article 4 – Compensation; Appendix B-7 – Extra Duty compensation	Level One received 1/30/18. 1 st level meeting and denial response - 2/15/18. Level Two received 2/26/18	J. Curtis; R. Mariucci; M. Richerson; D. Stakes – CCFT Rep; Grievants	Mediation scheduled for 3/21/18. Agree to open item in negotiations for 18/19 Closed 3/21/18
PT Faculty - EEOC Complaint	Age Discrimination	Received 3/24/17 – No action needed at this time	M. Richerson	No Investigation – Neutral Finding 10/2/17
Grievance	Non-Reelection of Tenure	Received 3/24/17 at LVL II, mediation scheduled 5/16/17, arbitration 10/30-11/3/17, arbitration	M. Richerson, P. McGlocklin, AALRR; D. Conway – CCFT; D. Stakes – CCFT Rep; Grievant	Settlement Agreement Reached Board approval – 12/5/18

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		extended to 1/23-26/18, extended to 3/15-16/18		
Grievance	Non-Reelection of Tenure	Received 3/23/17 at LVL II, mediation scheduled 5/15/17.	M. Richerson, P. McGlocklin AALRR; D. Conway – CCFT; D. Stakes – CCFT Rep; Grievant	Confidential Settlement – 6/7/17
Classified Employee Complaint (not a current employee at time of complaint filing)	Title 5 – Retaliation	Received 2/14/17, Notice of defective complaint 3/28/17	M. Richerson; Complainant	Defective Complaint
Classified Employee Complaint	Workplace Violence	Received 2/10/17, Administrative Determination 3/30/17	Investigators – T-L. Leonard & L. Gray; M. Richerson; Complainant	Violation of AP 3050 – training issued and completed
Classified Employee Complaint	Harassment	Received 11/30/16, Administrative Determination 2/16/17	L. Paris with Van Dermyden Maddux, M. Richerson; H. Perry – CCCUE Rep; Complainant	Violation of AP 3050 training assigned and completed.
PT Faculty - Complaint	Age Discrimination	Informally Resolved 11/14/16	M. Richerson; M. Green; Complainant	No findings.

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Classified Employee Complaint	Title 5 Age, Race, Age/Gender Discrimination	Received 10/19/16, Administrative Determination 1/11/17	Investigators assigned T-L. Leonard, J. Blue; M. Richerson; CCCUE Rep; Complainant	Violation of AP 3050 trainings assigned and completed.
Temporary Employee - Informal Complaint – Discrimination	Hostile work environment, discrimination, upset that his assignment ended early	Received 4/25/16, Settlement Agreement – May 17, 2016	M. Green, M. Ruiz, M. Richerson	Informally resolved. 5/17/16
CCCUE - Informal Grievance	Job Description/Out of Class Pay **5% out of class pay per MOU #232	Meeting held 4/21/16. Resolved 4/28/16	S. Roldan, I. French, M. Rash – CCCUE Representative; M. Richerson; Grievant	Resolved with MOU #232
Classified Employee Informal Complaint	Harassment, hostile work environment against Classified employee	Received 4/8/16, resolved informally 5/17/16	M. Richerson, T-L. Leonard, G. Steil	Resolved informally. Training for Respondent assigned and completed.
Classified Employee Complaint	Hostile work environment, retaliation against Scott DeMello	Initiated 2/22/16, investigation completed 5/19/16, Administrative Determination 5/20/16.	T-L. Leonard, G. Steil, M. Richerson	No findings.
CCFT Grievance	Articles 3, 9.3.4 and 9.3.5	LVL I – 4/23/16. Response – 6/2/16. CCFT	T. Patchell – CCFT Rep, M. Richerson;	Resolved with resolution re: Title V complaint and

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		Response due – 6/28/16 Resolved at LVL II	Grievant; C. Riedstra	subsequent findings
CCFT Grievance	Overpayments	Level I – 3/10/16 Resolved – Not Grievable	D. Stakes – CCFT Rep, M. Richerson	No findings, not grievable.
Classified Employee Informal Complaint	Hostile work environment against – Classified Employee	Initiated 2/19/16. Informally resolved, Complainants office was moved away from Respondent	J. Cascamo, S. Robertson, M. Richerson	Resolved informally.
CCFT Grievance	Article 4.8 and Appendix B-1	Level I – 12/17/15; response 1/15/16. Level II – 1/22/16. Mediation agreement 2/26/16	D. Stakes – CCFT Rep, T. Patchell – CCFT Rep, G. Stork, M. Richerson	Settled with mediation agreement.
Classified Employee Complaint	Unlawful Discrimination – Color, Retaliation, Sex/Gender against Supervisor, Director, and Classified Employee	Complaint received 12/10/15. Investigation complete – 2/19/16. Administrative Determination – 2/25/16. Appeal to	T-L. Leonard, M. Richerson	Classified Respondent violated AP 3050. No other findings.

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		BOT – 3/13/16. BOT response – 5/4/16 uphold determination		
CCFT LVL 1 Grievance	5.12, 5.12.1 Writing Center hours dispute	LVL 1 filed – 9/17/15, resolved 11/5/15	D. Wulff, Grievant	Resolved at LVL 1.
Classified Employee Complaint	Discrimination – Race; retaliation against Classified Employee	Received – 8/21/15. Investigation complete – 10/22/15. Administrative Determination – 10/22/15. BP/AP Violations found	T-L. Leonard, M. Richerson, I. French – CCCUE Rep	Findings of violation of AP 3050 and BP 3410. AS/VP and Director to follow up with Letter of Reprimand and training.
Student Employee Complaint	Sexual Harassment – discussion in Student Success Center involving pornography & masturbation (minors present).	Notified August 20 th . Student was let go from Student Success Center and follow up with Student Services	N. Albertson, S. McLaughlin, M. Richerson	Training required if reemployed.
CCCUE Grievance	Article 9 and 12 – disagreed with letter of reprimand in file.	LVL I Received 7/9/2015	M. Richerson, C. Riedstra	Resolved. Letter of reprimand revised and placed in personnel file

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CCCUE Level 1 Grievance	Job Descriptions/Out of Class Pay	Received 6/4/15. LVL 1 meeting held 6/11/15 Resolved 6/25/15	K. Stearns, C. Green, M. Richerson	Resolved. Job description revised and paid retroactive.
CCFT - LVL II Grievance	Articles 1, 7, 8 Evaluation dispute	Filed – 5/11/15, response 6/3/15. Resubmitted 12/19/15. Resolved MOU #224	D. Wulff, J. Curtis, M. Richerson, Grievant	Resolved. Evaluation postponed.
CCFT LVL 2 Grievance	Articles 5 & 13 Overload assignment dispute	LVL 1 filed – 5/17/15, response 6/15/15, LVL 2 filed 7/13/15. Settled with mediation 9/15/15	S. McLaughlin, C. Munoz, Melissa Richerson, D. Stakes – CCFT Rep; Grievant	Mediation settlement.
Classified Employee Informal Complaint	“Workplace Psychological harassment” against Management	Initiated 3/11/15 in response to letter of reprimand, inquiry completed 3/23/15. No findings	T-L. Leonard, M. Richerson, H. Perry – CCCUE Rep	No findings
Faculty Informal Complaint	Workplace Violence – BP 7962	Received 3/5/15. Completed 3/30/15.	M. Richerson; P. Ralston; D. Stakes – CCFT Rep	Notice of Unprofessional Conduct issued.

