

5/27/25

Dear Colleague,

The Grievance Committee (GC) is currently working on 4 formal grievances (for general information, we encourage you to read this FSU [primer](#) on the grievance procedure and this [primer](#) on contract and other rights). In addition to these formal grievances, the GC has spent countless hours on grievance- and contract-related matters with FSU members that have not resulted in formal grievances. These matters include: informal resolution of contract violations, apprising members of their contract rights, providing advice on and support for Title IX investigations, issues related to dealing with distressed and distressing students, dismissal cases and other potential disciplinary hearings, attending Weingarten hearings (see below), attending GC meetings, assessing potential contract language issues for contract negotiations, and much more. Since the last [update](#), we sent to members on May 24, 2024, the GC has had at least 40 such cases/interactions with FSU members.

We would like to report on a few of the formal and informal pending grievance and contract-related matters that we think are most relevant to members. For reasons of confidentiality, we cannot report on all the pending grievance- and contract-related matters; click on the links below for further information on each grievance item listed.

In addition, we strongly urge you to familiarize yourself with Weingarten Rights—that is, your right to have a union witness present for any meeting with your supervisor that is of an investigatory nature or which may have disciplinary repercussions. See the [Grievance tab](#) on the FSU website for more info, including a link to a more detailed [MTA primer on Weingarten Rights](#).

Members who believe that their contract rights have been violated have sixty days from the date of the infraction or sixty days from when they learned of or should have learned of the infraction to file a grievance. See Article 25 of the [contract](#) for details. Contact the FSU office if you have questions about your contract rights or if you think your contract rights may have been violated.

Previous grievance updates can be seen [here](#).

From the FSU Grievance Committee:

Paul Dyson, Senior Lecturer III, English  
Maria Hegbloom, MTA Field Rep  
Glover Martin, Lecturer, Biology  
Laurie Milliken, Associate Professor, Exercise and Health Sciences  
Lorenzo Nencioli, FSU Senior Staff Member  
Heidi Stanish, Professor, Exercise and Health Sciences

#### NEW CASES

[Non-UMB Retirees Excluded From The FSU Bargaining Unit](#)

[Discipline Of A Tenured Faculty Member](#)

[Promotion Denial Despite Positive Recommendations At Every Previous Level](#)

[Due Process Issues Related To Potential Dismissal Of NTT](#)

[Paid Leaves Not Counted For Sabbatical Credits](#)

[PMYR- Issue With 'Dissenting' Letters](#)

[Charges At The Department of Labor Relations Regarding Anti-Union Animus](#)

[Possible Increase in Student Course Caps Without Faculty Member Approval](#)

[UPDATES ON PREVIOUS CASES](#)

[Issues Related to Implementation of Course Releases For Senior Lecturer 2 and Senior Lecturer 3 Ranks](#)