

State of North Carolina Mediation and Grievance Policy



North Carolina Agricultural and Technical State University



Mediation and Grievance Policy

- House Bill (HB) 834, Modern State Human Resources Management, was signed into law on August 21, 2013
- HB 834 established a standard, uniform grievance policy for all state agencies and universities
- The Employee Grievance Policy becomes effective for all universities, May 1, 2014
- Streamlined grievance process



Mediation and Grievance Policy (cont'd)

- It is the policy of the University of North Carolina that the grievance process exists to allow for prompt, fair and orderly resolution of disputes arising out of employment. The University of North Carolina has therefore adopted the Grievance Policy to further these goals as approved by the State Human Resources Commission.



Policy Objectives

- Provide procedural consistency across The University of North Carolina System by adopting a standardized policy
- Ensure employees have access to an internal process to address grievable issues timely, fairly, cost effectively and without fear of reprisal
- Resolve workplace issues efficiently and effectively
- Consolidates grievable issues previously covered under the Unlawful Workplace Harassment Policy
- Current University Unlawful Workplace Harassment Policy will become obsolete effective May 1, 2014



University of North Carolina System Mediation & Grievance Policy Implementation Milestones

- **May 1, 2014:** Effective Date
- **March 24, 2014:** OSHR, UNC-GA, NC A&T (Division of Human Resources, Office of Legal Affairs and the SPA Mediation & Grievance Committee) joint training session
- **April 1-30, 2014:** SPA Employee Communications Roll-out
 - UNC System-wide policy notification to SPA Employees – **March 26, 2014**
 - Posting of SPA Mediation & Grievance Policy on Division of Human Resources' (DHR) Website – **April 1, 2014**
 - Posting of support resources regarding policy provisions – **Week of April 28th**



QUESTIONS

