

Partial very quick Transcript of Mediation meeting of Burton and Crowley of 5-9-16

(Not accurate – Double check the wording before using it anywhere)

Burton: Oh Hello

Crowley: So, do I need to pull out what you sent me.

Burton: No, I haven't sent you anything.

Crowley: I don't listen to other people's comments. I haven't looked at your file.

Crowley: About the rebuttal

Burton: That was a rebuttal to the letter of direction

Crowley: You can do that.

Crowley: Since you withdrew the grievance it is gone.

Crowley: There is another grievance you want to file.

Burton: Against Fairchild.

Crowley: He did what?

Burton: he responded that I can't have a grievance because it is past the 300 days of the incident.

Crowley: Ok, that's for the new grievance?

Burton: Correct

Crowley: Ok, ok, ok so am I up to speed?

Burton: Pretty much. It is a double grievance. Because through the deposition I found out more information.... I withdrew because my doctor advised me of too much going on. I had a leave of absence in... for a condition that could have been fatal. I had bleeding ulcers, very deep ones. The doctor said it was too stressful. ...surgeries... continued to show deep ulcers, very concerned about my health condition. Doctor urged me not to do anything that was too stressful.. That was one reason why I withdrew.

Crowley: Why are you trying to reintroduce the grievance now?

Burton: Because I found out stuff. Etc.

Crowley: But you withdrew the grievance.

Burton: I talked to Barbara Frieders and had an agreement to be able to reintroduce the grievance.. But that wasn't the reason why Fairchild wouldn't file it.

Crowley: do you have anything in writing that you said you could reintroduce it. When something is withdrawn it is gone. So I'm trying to figure out a way to file a grievance if it is withdrawn. So we have to figure out a way to reintroduce the grievance. What is the remedy.

Burton: The remedy is to have the letter of Dir withdrawn.

Crowley: so why don't you write me a letter. Let's start there.

Burton: I'll do that.

Crowley: you don't need all this stress. Just write me a letter.

Burton: I'll do that.

Crowley: So then the other thing is an email saying Dalecki is pointing fingers at you. Just so you know an investigation has been initiated.

Burton: I appreciate that.

Crowley: So, I can't stop him. This is a public area, a public institution. He has friends in CJ., that's where he teaches right?

Burton: Yes.

Crowley: He has friends there.

Burton: No he has not got friends. I believe he goes there to intimidate me. He may be friends with Deb Rice but he never meets with her. It was a rigged search. It was chaired by someone who is a personal friend of his who has no thing to do with CJ. After he pointed the finger like that he met with a former student of mine who is not warm and fuzzy with him. He is not visiting friends. He is there at least once a week. Ask Joe Lomax and _____. We lost 7 people in 13 months under him. Our department almost fell apart. We ran the department with adjuncts. I brought it up once and he almost fired me over it. We hire adjuncts and they are not screened and I wanted to teach in it but I couldn't because I was condemned to lower level courses.

Crowley: Ok, so I will look into this with Mr. Dalecki. I won't someone else will. So I will have some one do the investigation. Send something to me about what you want me to do. **DID YOU DO THIS?**

An attorney from Milwaukee asked me to release your personnel file. You and I need to sit and go through your file. Because I don't.

Burton: I'll tell yo why it was requested. Leave of absence reports.. I came back at the end of April. Jane Laufenberg. At one point I said is there anything else I need she said you're all set. Then my attorney called me that he got a call in June 2015 that I entered, or claimed that I was on campus at work when I wasn't when I was on sick leave and that I had to address this immediately. Saturday evening. Said I had to get this done in two days. Never heard that I'd be contacted by uw legal

Crowley: This makes no sense to me.

Burton: I opened my account and saw that my entry was changed after the fact. I took screen shots of my account. Now I have to pay my attorney for the itme he spent going back and forth with UW Lega;l. Then someone went in there and changed it back. Someone is messing with my leave reports. I emailed Jane Laufenberg when I ehard that my account was inaccurate. She said yOou're all set. Then Lattis said its all good. I interepreted this as harassment. In my pay stu\b e my job title was changed from Assoc Prof to Assist prof. Suddenly it changed. They are trying to provoke some reaction from me?

Crowley: Which is higher? Usuaully there is a letter if things are changed.

Burton: I got promotion in..... I got tenure in... Two times my HR online records wrer tampered with. There is so much going on.

Crowley: even I can't get in there.

Burton: Somebody is looking into this matter. And just so you know that happened to another employee in our department. Danelle Bemis.

She cc'd me on that email because I taught cybercrime and she said "how is that possible?" She lost pay for several months because it showed she was absent for several months but she wasn't I know she was there.

Crowley: Even I can't access it. Your records have been corrected right?

Burton: Yes, it happened right before my eyes.

Crowley: So the attorney who contacted us is not yoru attorney?

Burton: No he is somebody who investigating on behalf of the state supreme court.
Nicholas Cade

Crowley: Your name is Sabina Burton. Is there any relation to Sabina Burton-Hill?

Burton: no

Crowley: Sabina L Burton right?

Burton: Yes.

Crowley: Who would make that up? Hmm See I thought he was your attorney.

Burton: He is not my attorney. I gave him permission to get my records.

Crowley: 1. You're going to send me a memo.

Burton: I will.

Crowley: to remove the letter of direction.

Crowley: 2 I will look into the issue with Mike Dalecki.

Burton:

Crowley: I can't tell you what to do. I see a whole lot of stress.

Burton: I was happy he was out of the department. I have a good working relation with everyone except Deb Rice. I asked repeatedly who made the defamatory statements.

Crowley: That deposition occurred when>

Burton Oct 28, 2015

Crowley: That's not over 300 days. So ask the letter of direction based on that.

Burton: I did. He didn't entertain it. He said the incident happened past 300 days.

Crowley: But you became aware of it in Oct 2015. That is within the 300 days. Say simply "I found out about it in oct 2015 and I want the grievance based on that. So what is the remedy you want.

Burton: There is a bad working relationship.

Crowley: The grievance won't make the relationship any better. Keep it clean. File just that issue. But thinking what you want to gain from this. That's not going to help.

Burton: Getting some vindication will help.

Crowley: instead of getting all these other people involved how can you address it.

Burton: Report it to the police.

Crowley: Defamation is hard to prove.

Burton: I have a sworn statement from the dean. And I got an email that Dalecki and Throop agreed that the complaint against Rice needed to go forward but nothing happened. A complaint was filed (against me) because I asked my students to confirm that I was in class. And you know how it started? I had an excellent record. Then a student came to me. I said we gotta go to the chair. She said I don't want to go to a male. They gave me evidence. Dr. Gibson likes to wear thong underwear was a question on an exam. I looked up policy. I reported it I gave them evidence the student provided to me. I told the chair about it and I let it go. I thought that they would handle it. I was hoping there was an explanation for that.

Crowley: That was Caywood?

Burton: Yes, he went on and on about how the administration was dragged into it. He is a bit sexist. He was totally defending that professor and to this day he doesn't see anything wrong with what the professor did. A grievance commission looked into the apology and called it slut shaming. Then all guns turned on me because How Dare you take it out of the department? He defamed me to Throop and Throop took it from there so somebody else thought, I'll take advantage of this situation. It became worse and worse. Nobody wanted to admit I was wronged. I got \$7k to get things started. I was defamed to ATT and I wanted this to be corrected. I was the first woman in federal law enforcement in Germany. I have two girls here. One of my girls got harassed and she wanted to have nothing to do with Platteville so she is going to UW Whitewater.

Crowley: I can't fix history. How to move forward

Burton: Because I addressed the problems I was told, and I have a recording. Throop said that because I couldn't handle things on a local level I wasn't chair material. So it has affected my career. How can I address retaliation with Caywood on a local level?

Burton: Last year I believe. Dr. Dalecki became the interim chair. He has no background in CJ. He was in sociology dept. I kinda know why he became chair. There were three grievance hearings. All hearings say Dalecki was appointed in violation of faculty governance. He was a friend of Caywood and with Throop. He urged me from the beginning that I should let go of my complaints. He pursued the topic aggressively. Constantly brought it up. He kept bringing it up. At one point he said he'd put in for equity pay for me. I didn't request it. You cannot get equity adjustment without requesting it. It seemed like a bribe to me.

Crowley: I can make those adjustments if I see something unfair.

Burton: He said I gave you a Pay raise.

Crowley: I want everyone to feel that they are valued here. That we pay them for an honest day's work. I get frustrated that I can't fix history. So how can we move forward:.

Burton" There were two communication traing required .. 2010 – mandatory comm ty raining. Caywood said "were're not gonna do that." We were a very very dysfunctional department. Then the Chancellor wrote that he mandated comm training. It did not occur. I was accused of communication nproblems. I never had any issues in UCI. Here, right from when it started there was a big thing between Caywood and Fuller. Fuller accused him of sexual harassment. I was the only one w0orking for both of them. I got the bickering from both sides. I had to pick a side. I needed a signature for my online grad teaching. Caywood said I wn't sign it. It was ridiculous. There wer3e two investigations, Done by _____ and _____. On the good side, Dr. Strobl is wonderful. I teach three grad uating senior seminars. I have a very good relationship with her. It's the way it is supposed to be. But she has brought our department togetyher. She is very inclusive. Productyiove meetings. I'm concened Dalecki keeps coming bac k.

Crowley: Your'e going to send me a memo, I'll initiate the investigation to Dalecki. And it doesn't solve the issue.

Burton: I'll send an demail to Fairchild and

Crowley: Ask him the question" Mr Fairchild, thank you,for respnding so quickloy I want you tyo be aware that I was not aware of this information until POct 28 2015. I feel I am within the 300 days. Please respond.

Burton": The reason I want this is to get the defamatory remarks to stop.

Crowley: We can't fix stupid.

Burton: It is undermining my work.

Crowley: But this is fromm Deb Rice. Yea I think that's what I woujld do. Because you are within the 300 days. It's probably not going to be heard until August.

Burton: I brought it up before the semester ended

Crowley: the problem from my perspective. I have received phone calls and from a faculty member wanting to ensure that you are heard. The problem is I don't feel that I

should speak to him. (who?) I need to respond to this person who left me a voice message. He reached out on your behalf. You probably know who it is. (Ray Spoto?)

Burton: Fairchild did the same thing in 2014. She said he would schedule a grievance hearing. He didn't. then he gave it to someone else who also delayed it unfairly. (Balachandran) He left the country during those days. Didn't give me a hearing. This happened before. So I don't know what Fairchild's story is. Throop sent an email saying she didn't want a hearing.

Crowley: Is that the one you withdrew? Or a different one?

Burton: I didn't get a hearing with Dalecki and after the LOD I asked for a grievance hearing. I didn't hear from them for 11 months.

Crowley: so now you file this against Dr. Rice

Burton: Mrs. Rice

Crowley: I would send it the way I said. Because you'd at least like to be heard. Can we force someone to apologize

How can I respond to the person who called on your behalf? The person wants to ensure that you are heard. I am trying to make sure that happens. So when you found out in Oct 2015 you're within the 300 days so initiate the grievance only on that.

Burton: I'll do that.

Crowley: But please don't cc others.

Burton: Ok I will do that.

The reason I copied is because a lot of things is because a lot of ci.....

HR initiated mediation and then suddenly they stopped it. He lied on something and they stopped it. There was a mediation attempt. John Lohmann, Jen DeCoste, - Mike Dalecki and Me.

DeCoste told me I could file a grievance. So I did and then I got a letter of direction from Throop. I'

ve been threatened. I've been told there is a direct line of fire to my office.

Crowley: When you file a grievance it is very disruptive. Be aware of that.

Burton: I am very aware of that.

Crowley: So let's see if we can have a conversation. To me it is very black and white. You have something that was acknowledged in a deposition it is truthful. Keep it simple and get it heard.

Burton: Ok

Crowley: it's a start. I wish I could make things all better.

Burton: I wish you were here earlier. I told the HR director and she said I don't have time, Tom is Tom. Wait it out until he retires., Half a year LATER SHE SAID Ok I'll do mediation and Caywod never responded to her. So after three weeks he said well he's not getting back to me.

Crowley: That is incivility and I would have ordered him to my office.

Burton: That didn't happen. That's what started it. If we had you earlier.

Crowley: