

Zimbra

burtons@uwplatt.edu

Re: Grievance hearing

From : G. Daniel Fairchild <fairchig@uwplatt.edu>

Sun, Oct 12, 2014 10:21 AM

Subject : Re: Grievance hearing

To : Sabina Burton <burtons@uwplatt.edu>

Sabina,

Sorry for this being such a short note. I was in an auto accident on Thursday and the med flight transferred me to Madison. I will be out of the office for at least a week. Please refer to Mittie's office until further notice about your grievance.

Dan

Dan Fairchild
Department of Performing and Visual Arts
University of Wisconsin-Platteville
1 University Plaza
Platteville WI 53818
Office 608-342-1123
Fax 608-342-1039
fairchig@uwplatt.edu

----- Original Message -----

From: "Sabina Burton" <burtons@uwplatt.edu>
To: "G. Daniel Fairchild" <fairchig@uwplatt.edu>
Sent: Thursday, October 9, 2014 7:54:32 PM
Subject: Grievance hearing

Dan,

I submitted my grievance package on Aug. 27. The last I heard from you was on September 16 when you wrote: "I will set a date this week."

My request is urgent. I am being mistreated and excluded. I tried mediation. Dr. Dalecki refuses to speak to me. Policy and law says that I am entitled to an expeditious hearing. I have not changed my mind about wanting a grievance hearing.

Why have I been not notified about the status of the hearing? Who is responsible for the hold-up? I understand that Dr. Dalecki is a member of the grievance committee. Is he the reason for your inaction?

Please respond to my questions at your earliest convenience.

Thank you,

BENSKY EXHIBIT JJJJ - 001

Sabina

Re: schedule

From : G. Daniel Fairchild <fairchig@uwplatt.edu>

Fri, Sep 19, 2014 01:29 PM

Subject : Re: schedule

To : Sabina Burton <burtions@uwplatt.edu>

Thanks for the information.

Dan

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Department of Performing and Visual Arts
University of Wisconsin-Platteville
1 University Plaza
Platteville WI 53818
Office 608-342-1123
Fax 608-342-1039
fairchig@uwplatt.edu

----- Original Message -----

From: "Sabina Burton" <burtions@uwplatt.edu>
To: "G. Daniel Fairchild" <fairchig@uwplatt.edu>
Sent: Friday, September 19, 2014 12:19:21 PM
Subject: Re: schedule

P.S.: I will be at a conference from Th., Sept. 25 - Sat., Sept. 27.
Sorry, forgot to mention that in my last email.

----- Original Message -----

From: "G. Daniel Fairchild" <fairchig@uwplatt.edu>
To: "Sabina Burton" <burtions@uwplatt.edu>
Sent: Friday, September 19, 2014 8:31:00 AM
Subject: Re: schedule

That will help us greatly.

Dan

Dan Fairchild
Department of Performing and Visual Arts
University of Wisconsin-Platteville
1 University Plaza

Platteville WI 53818
Office 608-342-1123
Fax 608-342-1039
fairchig@uwplatt.edu

----- Original Message -----

From: "Sabina Burton" <burtons@uwplatt.edu>
To: "G. Daniel Fairchild" <fairchig@uwplatt.edu>
Sent: Friday, September 19, 2014 7:58:20 AM
Subject: schedule

Hello Dan,

Just to let you know, I teach late on Monday and Wednesdays. On those days I have classes from 5-8 pm. I know grievances are often scheduled in the evening so I wanted to give you a heads-up.

Looking forward to hearing from you soon.

Thank you,

Sabina

Re: schedule

From : G. Daniel Fairchild <fairchig@uwplatt.edu>

Fri, Sep 19, 2014 08:31 AM

Subject : Re: schedule

To : Sabina Burton <burtons@uwplatt.edu>

That will help us greatly.

Dan

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----- Original Message -----

From: "Sabina Burton" <burtons@uwplatt.edu>

To: "G. Daniel Fairchild" <fairchig@uwplatt.edu>
Sent: Friday, September 19, 2014 7:58:20 AM
Subject: schedule

Hello Dan,

Just to let you know, I teach late on Monday and Wednesdays. On those days I have classes from 5-8 pm. I know grievances are often scheduled in the evening so I wanted to give you a heads-up.

Looking forward to hearing from you soon.

Thank you,

Sabina

Re: Grievance against Dr. Dalecki

From : G. Daniel Fairchild <fairchig@uwplatt.edu>

Tue, Sep 16, 2014 08:25 PM

Subject : Re: Grievance against Dr. Dalecki

To : Sabina Burton <burtions@uwplatt.edu>

Sabina,

I will set a date this week.

Thanks

Dan

Dan Fairchild
Department of Performing and Visual Arts
University of Wisconsin-Platteville
1 University Plaza
Platteville WI 53818
Office 608-342-1123
Fax 608-342-1039
fairchig@uwplatt.edu

----- Original Message -----

From: "Sabina Burton" <burtions@uwplatt.edu>

To: "Theron Parsons" <parsonst@uwplatt.edu>, "G. Daniel Fairchild" <fairchig@uwplatt.edu>

Sent: Tuesday, September 16, 2014 5:49:40 PM

Subject: Re: Grievance against Dr. Dalecki

Hello Theron & Dan,

Have you decided on a date for the hearing yet? Dalecki's acts have had a negative impact on my DRB file. I have been kept from prestigious assignments and kept from teaching graduate courses as part of my regular load. I hope to address and hopefully get these issues resolved soon.

Thank you,

Sabina

----- Original Message -----

From: "Theron Parsons" <parsonst@uwplatt.edu>
To: "Sabina Burton" <burtons@uwplatt.edu>
Sent: Wednesday, August 27, 2014 9:37:32 PM
Subject: Re: Grievance against Dr. Dalecki

Sabina,

I am responsible as the convener to set up the first meeting, which I will do next week. Once a chair has been determined, they will contact you about your grievance.

Theron

Sent from my Verizon Wireless 4G LTE DROID

Sabina Burton <burtons@uwplatt.edu> wrote:

Theron, I would like to formally file the attached grievance against Dr. Dalecki, Interim Chair of the Criminal Justice Department. I look forward to a prompt resolution as provided under UWS 6.02. Thank you,
Sabina

Re: Balachandran - Trying to move the process forward as expeditiously as possible

Swaminat Balachandran

Wed 11/5/2014 9:50 AM

Inbox

To: Sabina Burton <burtons@uwplatt.edu>;

Cc: John A Lohmann <lohmannj@uwplatt.edu>; G. Daniel Fairchild <fairchig@uwplatt.edu>; Michael Thompson <thompsmi@uwplatt.edu>; Theron Parsons <parsonst@uwplatt.edu>; Miyeon Kwon <kwonmi@uwplatt.edu>; Donita L Cartmill <cartmilld@uwplatt.edu>; Thomas <tstafford@uwsa.edu>;

Dear Dr. Burton:

First of all I would like to thank you for your most recent e-mail to me in which you stated "I would like to withdraw my grievance from Aug. 27, 2014."

Secondly, I agree that your grievance had not been addressed as quickly as it should have been. I volunteered to Chair the Commission not only to help Dr. Fairchild who was recovering from an auto accident, but also to move the process forward as expeditiously as possible. I was working overtime to avoid any additional delay in the process.

Finally, while I empathize with your situation, I am thankful to you for your concluding sentence in your e-mail that stated "

"I would like to withdraw my grievance from Aug. 27, 2014."

Have a nice day & week.

Bala

Work Address:

Professor of Industrial Engineering
Dept. of Mech. & Ind. Engineering
UW - Platteville, 1 University Plaza, Platteville, WI 53818
Phone: (608)342-1718, FAX: (608)342-1052

Business Address:

Process Improvement, Apt. 110, 1365 Cody Parkway, Platteville, WI 53818.
Mobile: (608)669-6781 E-mail: sbala8705@gmail.com

From: Sabina Burton

Sent: Tuesday, November 4, 2014 8:07 PM

To: Swaminat Balachandran

Cc: John A Lohmann; G. Daniel Fairchild; Michael Thompson; Theron Parsons; Miyeon Kwon; Donita L Cartmill

Subject: Re: Balachandran - Trying to move the process forward as expeditiously as possible

Dear Dr. Balachandran,

The delays have caused me damage. I filed the grievance before the start of fall semester after a failed mediation attempt with Dr. Dalecki earlier in the summer. The matter was urgent and a grievance hearing would have allowed me to present my side of the story. Since the damage has already been done I don't think a grievance hearing now, almost 2 1/2 month later, will make a difference anymore.

I would like to withdraw my grievance from Aug. 27, 2014.

Thank you,

Sabina Burton

From: Swaminat Balachandran
Sent: Tuesday, November 4, 2014 2:37 PM
To: Sabina Burton
Cc: John A Lohmann; G. Daniel Fairchild; Michael Thompson; Theron Parsons; Miyeon Kwon; Donita L Cartmill; Swaminat Balachandran
Subject: Balachandran - Trying to move the process forward as expeditiously as possible

Dr. Burton:

I agree that your grievance had not been addressed as quickly as it should have been. I listed some unforeseen events that caused the delay, but the Commission has not violated any of the guidelines in the Employee Handbook, including UWS 6.01 and 6.02.

As the newly elected Chair of the Complaints and Grievances Commission, my goal is to move the process forward as expeditiously as possible. In the paragraph of my November 3 letter that raised your concerns, I was seeking to have you acknowledge that the grievance documents that I have are the complete set that you filed back in August. I think they are, but just want to be sure, and would very much appreciate if you could confirm that is the case. I was not implying that you had missed a step in the process or that your grievance was untimely. I also wanted to give you an opportunity to add additional documents to your grievance at this time if you wish. You also will have an opportunity to add additional documents during the hearing process.

We can discuss this in more detail at our meeting on Friday. I plan to invite Mr. John Lohmann and/or another commission member so that they may take notes or minutes of our meeting. If you could let me know asap if you wish to disqualify any member of the proposed hearing panel, that will assist me greatly in scheduling a hearing and moving your grievance through the process. In order to expedite the formal hearing, I would like to have your choice of three alternate dates in November so that I can contact media services and MPSC to make reservations. Please list the dates in the order of highest preference to lowest preference.

I have called a meeting of the Commission on Friday, 11/7/2014 to discuss and develop standard operating procedures for Hearing Panel. I am sharing your concerns with the Commission via this e-mail to keep all of them informed.

Sincerely
Bala

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Process Improvement, Apt. 110, 1365 Cody Parkway, Platteville, WI 53818.
Mobile: (608)669-6781 E-mail: sbala8705@gmail.com

From: Sabina Burton
Sent: Monday, November 3, 2014 1:25 PM
To: Swaminat Balachandran
Cc: Roger Burton; John A Lohmann; mkennelly
Subject: Re: Balachandran - Your grievance and a formal letter with attachments from the Complaints & Grievances Commission

Hello Bala,

I am deeply concerned about your statement in the letter attached in your previous email:

Please examine the attached pdf file with the file name "DrSBurtonOriginalFiling.pdf". Please note that the pages 1 & 2 in this file do not have a date. In addition, I do not see your signature on page #2. I have to make sure that your grievance filing that was made available to me is complete and I need your help. I have decided to call your original set of grievance filing as "DrSBurtonOriginalFiling.pdf". If you provide additional evidence in the future, those will be sequentially numbered and added to your case file. Please verify, as soon as possible, that your case file in my possession today is complete and I am not missing any important papers or evidence.

Please review attached emails and take notice that my hearing is long overdue. I filed with Theron Parsons on Aug. 27, 2014. If there were problems with my original complaint the convener and/or the chair should have informed me, instead I was told that a hearing would be scheduled.

Sabina

From: Swaminat Balachandran
Sent: Monday, November 3, 2014 11:17 AM
To: Sabina Burton
Cc: Donita L Cartmill; Miyeon Kwon; Theron Parsons; Michael Thompson; G. Daniel Fairchild
Subject: Balachandran - Your grievance and a formal letter with attachments from the Complaints & Grievances Commission

Dear Dr. Burton:

Please see the attached letter and documents. I am free on this Friday, 11/7/2014 from 11 a.m. to 3 p.m. If you wish to talk to me, I am at 342-1718 in EGH 216. I am also free to meet with you on campus in any building on that day during the specified time period. Please respond as soon as possible. I will make arrangements (room, witnesses, & media services for recording) for the formal hearing as soon as I get your

Re: Balachandran - Trying to move the process forward as e... - Sabina Burton

<https://outlook.office365.com/owa/projection.aspx>

response.

Bala

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BENSKY EXHIBIT JJJJ - 009

11/13/2014 3:48 PM

SB000523

