

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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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

response.

Bala

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