B0057 Grievance Overview

Purpose

The purpose of this Report Description is to explain how to generate the grievance overview report in the Integrated HR-Payroll System.

REPORT DESCRIPTION

This report shows the total number of grievances and corresponding percent calculations (based on Grievance Count). The counts and percentages are broken down by processing steps for each of the four Grievance Issue types (Policy Violation, Discrimination, Harassment, and Retaliation).

REPORT LOCATION

PA: Grievances

REPORT USES

The data summarized in this report will reflect the state’s activity for employee grievances and will be used to determine agency and OSHR action for manager and employee training and/or education with the goal of reducing the need for employees to file grievances.

How to Generate This Report

This report is generated after selecting values for the mandatory prompts. All mandatory prompts must have values selected before the Run Icon can be used to generate the report. Mandatory prompts can be identified as mandatory by the exclamation mark inside of the yellow-orange triangle, the square with the checkmark, or the display of (Mandatory). Detailed instructions for interaction with each prompt can be found on the Web Intelligence Prompt List on the OSC website.

The Mandatory prompts for this report are:

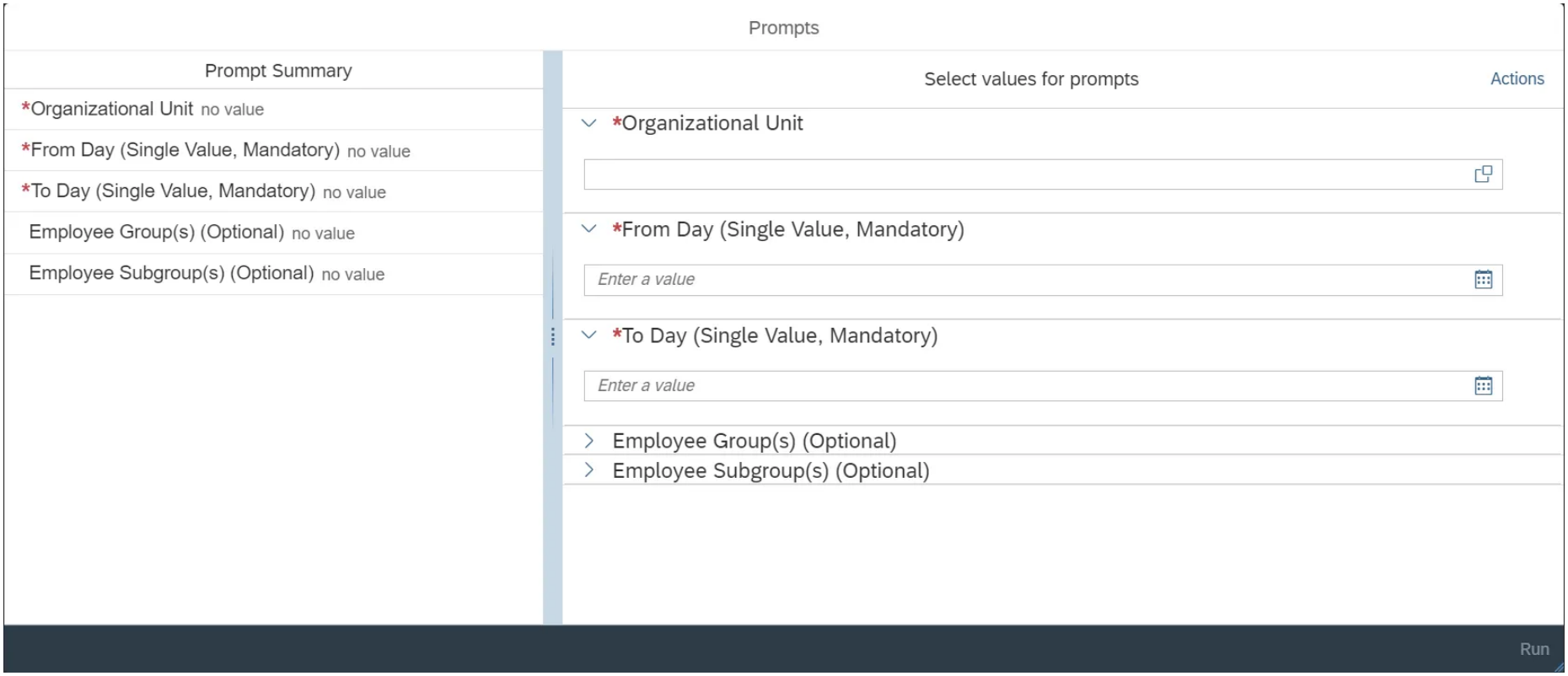
- Organizational Unit
- From Day (Single Value, Mandatory)
- To Day (Single Value, Mandatory)

This report can also be further limited by utilizing the Optional prompts to further limiting the amount of data that retrieved into the body of the report. Optional prompts are indicated as option in parentheses beside the prompt.

The Optional prompts are:

- Employee Group(s) (Optional)
- Employee Subgroup(s) (Optional)

Image



Initial Layout

The report lists all grievances based on the prompt selections.

Image

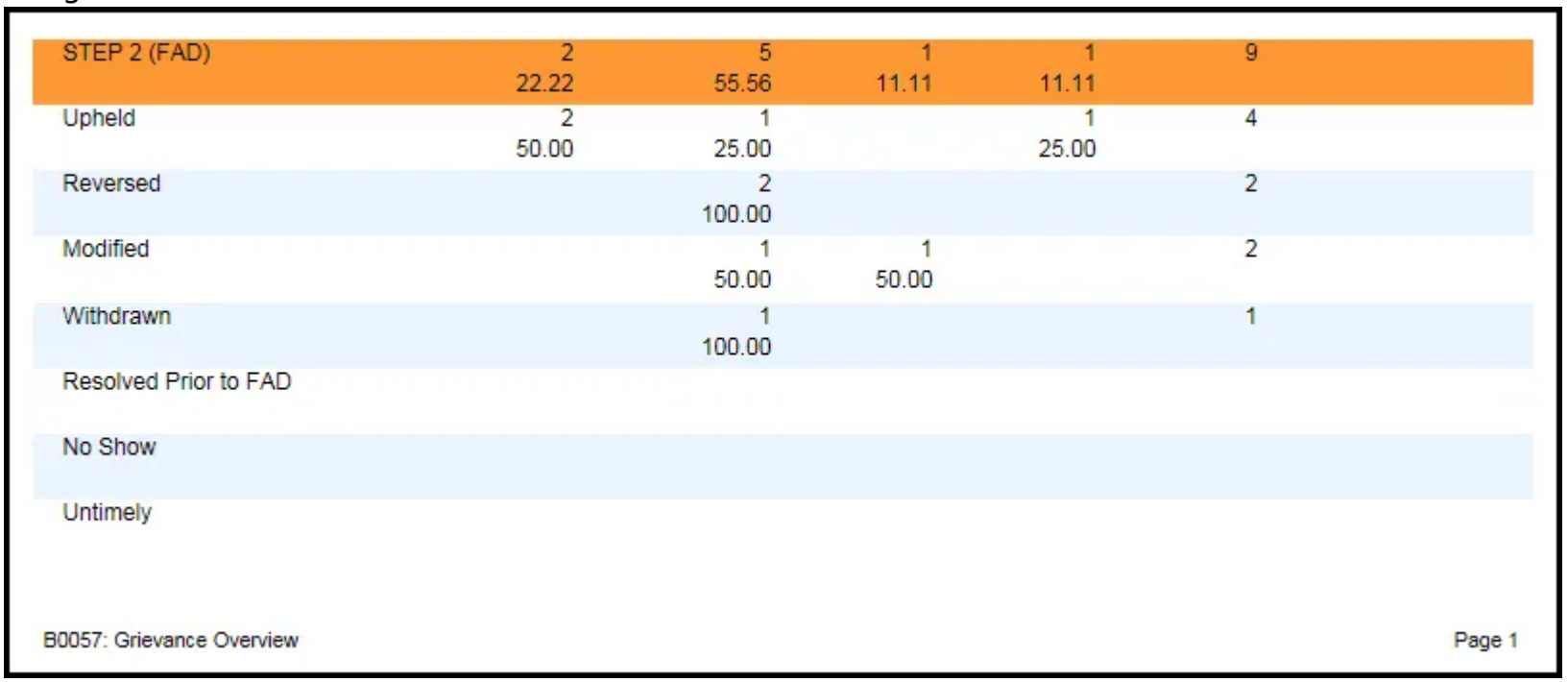
State of North Carolina
B0057: Grievance Overview
12/1/13 to 5/6/15

Execution Date: 5/6/15

	Policy Violation # and %	Discrimination # and %	Harassment # and %	Retaliation # and %	Total
Total Grievances	20 48.78	13 31.71	4 9.76	4 9.76	41
INFORMAL	5 29.41	5 29.41	4 23.53	3 17.65	17
Resolved, Informal Discussion					
Resolved, EEO Informal Inquiry			1 100.00		1
Unresolved, Informal Discussion	5 62.50	2 25.00		1 12.50	8
Unresolved, EEO Informal Inquiry		3 37.50	3 37.50	2 25.00	8
Not Required					
Untimely					
STEP 1 (MEDIATION)	12 52.17	6 26.09	3 13.04	2 8.70	23
Resolution	6 50.00	3 25.00	1 8.33	2 16.67	12
Impasse	2 50.00	2 50.00			4
Withdrawn			2 100.00		2
Postponed					
No Show	1 100.00				1
Untimely					

Continued...

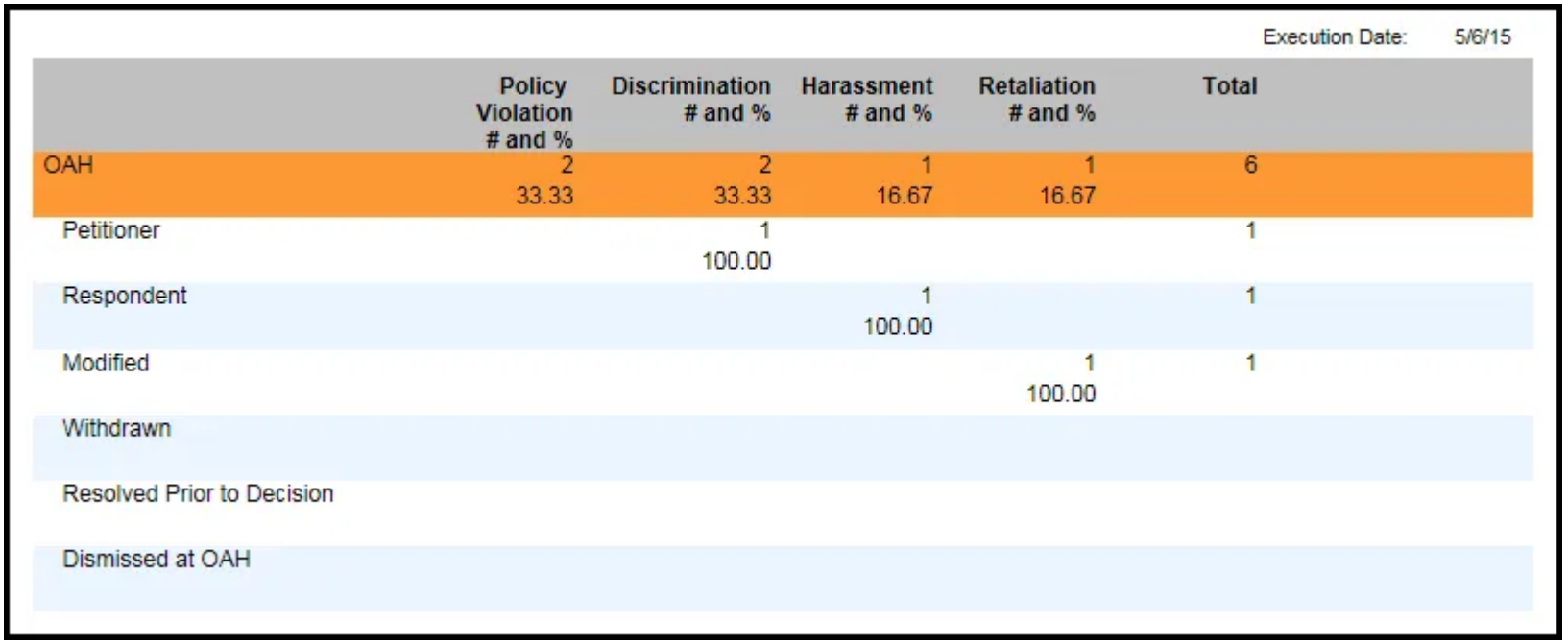
Image



STEP 2 (FAD)	2 22.22	5 55.56	1 11.11	1 11.11	9
Upheld	2 50.00	1 25.00		1 25.00	4
Reversed		2 100.00			2
Modified		1 50.00	1 50.00		2
Withdrawn		1 100.00			1
Resolved Prior to FAD					
No Show					
Untimely					

Continued...

Image



Execution Date: 5/6/15

	Policy Violation # and %	Discrimination # and %	Harassment # and %	Retaliation # and %	Total
OAH	2 33.33	2 33.33	1 16.67	1 16.67	6
Petitioner		1 100.00			1
Respondent			1 100.00		1
Modified				1 100.00	1
Withdrawn					
Resolved Prior to Decision					
Dismissed at OAH					

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