



UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 16-25

RELATIVE TO APPROVING THE INTERIM UNFAIR LABOR PRACTICE APPEAL PROCEDURES FOR ACADEMIC EMPLOYEES

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant institution accredited by the WASC Senior College and University Commission (WSCUC) serving the post-secondary needs of the people of Guam and the region;

WHEREAS, the governance and well-being of UOG is vested in the Board of Regents (BOR);

WHEREAS, UOG's Rules, Regulations and Procedures Manual (RRPM), Article V, Section I, sets forth the procedures for Unfair Labor Practices (ULP);

WHEREAS, the RRPM states that a ULP decision may be appealed through the dispute resolution process approved by the Board of Regents on 30 March 1989 and amended on 14 November 1989;

WHEREAS, UOG has not been able to locate this 1989 dispute resolution process despite a thorough search of University records;

WHEREAS, there is a pending ULP appeal that needs resolution;

WHEREAS, the proposed Interim Unfair Labor Practice Appeal Procedures for Academic Employees was drafted and patterned after the Grievance and Adverse Action Procedures in the Board-Union Negotiated Agreement of 2013;

WHEREAS, these proposed procedures have been approved by the Administrative Council and provided to the Faculty Union for consultation, in accordance with the Board-Union Negotiated Agreement;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby approves the Interim Unfair Labor Practice Appeal Procedures for Academic Employees, attached hereto.

Adopted this 22nd day of September, 2016.

ATTESTED:

Robert A. Underwood, Ed.D, Executive Secretary

Antoinette Sanford, Chairperson