

**SECTION: POLICY STATEMENT - PERSONNEL****SUBJECT: EMPLOYER PROBLEM SOLVING POLICY**

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**PURPOSE:** To establish a basic policy framework through which employer-employee relation matters can be resolved on a fair and impartial basis.

**EFFECTIVE DATE:** **May 1, 1996**

**HISTORICAL:** October 31, 1986

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### **EMPLOYER PROBLEM SOLVING POLICY**

#### **I. BACKGROUND**

- A.** Formal Grievance Procedures, adopted by the Board of Directors on February 12, 1980, parallel those adopted by the University. They were intended to provide a formal means to correct actions taken by supervisors believed by an employee to be wrong, and which could not be resolved after informal effort.

The current trend among employers in relations with employees unifies the process and emphasizes positive, amicable problem resolution.

#### **II. POLICY**

- A.** The Cal Poly Corporation ("CPC") is committed to employee-employer relations which include the full opportunity and a formal process for employees and their supervisors to discuss and resolve work-related issues in an atmosphere of cooperation and mutual regard. The existence of this program does not create a contract or vested right of employment, implied or otherwise. CPC employment is at the discretion of both the CPC and the employee. Either may conclude employment at any time with or without cause or advance notice. The CPC retains the right to demote, transfer, change job duties, and adjust compensation as a result of business necessity at any time.
- B.** The Executive Director shall develop and implement appropriate written procedures.
- C.** The Employee Problem Solving Process shall provide that the decision of the Executive Director on employee problems shall be final and conclusive, except an employee may request that the Board of Directors review a decision of the Executive Director which involves suspension, demotion, dismissal, alleged discrimination, or alleged violation of Board policy.