

----- Forwarded Message -----

From: "Moats, Michael" <michael.moats@floridaea.org>
To: James Tracy <jamestrcy@yahoo.com>
Cc: C R <rowbey@msn.com>; "broadfield@mac.com" <broadfield@mac.com>
Sent: Wednesday, April 3, 2013 3:23 PM
Subject: RE: Disciplinary Action Against James Tracy

Jim,

Have you communicated with Chris Robe or Doug Broadfield regarding this reprimand? I am copying them as I think the union should file a grievance on grounds as we discussed before that the blog is not work-related, does not express the views of FAU and states so in the disclaimer, and is not done on work-time. Therefore, the University has no right to discipline you for it. We previously discussed several arguments applicable to this.

Michael Moats
Service Unit Director
United Faculty of Florida
michael.moats@floridaea.org
Cellular: 813-240-5602
Office/Fax: 321-613-3308

FEA/NEA/AFT/AFL-CIO

From: James Tracy [mailto:jamestrcy@yahoo.com]
Sent: Wednesday, April 03, 2013 3:18 PM
To: Moats, Michael
Subject: Disciplinary Action Against James Tracy

Michael,

Just received this certified mail.

Jim

----- Forwarded Message -----

From: "Moats, Michael" <michael.moats@floridaea.org>
To: Doug Broadfield <broadfield@mac.com>; James Tracy <jamestrcy@yahoo.com>
Sent: Friday, April 19, 2013 8:43 AM

Subject: RE: Disciplinary Action Against James Tracy

Doug,

Generally I would be less specific in the grievance. State all the CBA violations – articles, etc. But I would not argue the case in the grievance filing. If you wish to include something beyond perhaps a single sentence summarizing the action of the University that we consider violated that section. Putting too much argument into the grievance provides them more opportunity to prepare and defend their actions before you get to the actual hearing.

Think of this process like a criminal trial: charges are made which simply state the laws violated. Then we wait for the actual trial to lay out our case.

Michael Moats

Service Unit Director

United Faculty of Florida

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FEA/NEA/AFT/AFL-CIO

From: Doug Broadfield [mailto:broadfield@mac.com]

Sent: Thursday, April 18, 2013 6:06 PM

To: James Tracy

Cc: Moats, Michael

Subject: Re: Disciplinary Action Against James Tracy

I wanted to send you what I have put together for a grievance. I'm including Michael to get his input on whether I need all the detail I included at this stage, since the burden of proof is on the university.

Doug