

Case Title: College Flex-time (Staff/Supervisor Dispute)

Employee's Confidential Info:

You are an administrative assistant in the Admissions Office and have been there almost two years. You had a lot of input into decision-making in your last job, unlike at your current position. When you try to offer suggestions here, the Director of Admissions doesn't listen or seem to care. You're used to having flexibility in your job and in your hours. Two weeks ago, you offered to work late on Mondays and Tuesdays in order to come in late on Thursdays. You proposed this because: 1. You want to take a special class on Thursday mornings (that you believe will help you do your job better). 2. Monday and Tuesday are the busiest days. 3. Students might appreciate having extended business hours at the Admissions Office. However, the Director didn't give you a chance to give your reasons and was very short with you, immediately saying that it wouldn't be possible. You've been reluctant to bring it up again. Yesterday, you decided to ask the Director to meet with you about this issue in mediation. The Director agreed, as long as it doesn't take too long.