

November 9, 2021

**Article XX, Section E - Step Four: Notice of Intent to Arbitrate**

Director of Labor Relations:

This Notice follows the HOA's Grievance dated October 15, 2021, and the Employer's written, third step denial of the Grievance dated November 9, 2021, (#21-10987).

The issue for arbitration is: "Did the Employer violate the parties' Agreement when it placed [REDACTED] on probation? If yes, what is the appropriate remedy?"

The Employer violated Article XX of the parties' labor contract. The probation given to [REDACTED] was without just cause, and the Employer's attempt to define the discipline as "academic" both defies logic and separately violates Article XX. The reasons given for probation are not, as the Employer's Response describes, "numerous serious concerns related to his academic performance," but rather allegations of employment-associated infractions. [REDACTED] was a resident in good standing until [REDACTED]. There was no just cause for probation, and it should be rescinded from [REDACTED] record.

The HOA will contact FMCS for a panel.

Sincerely,

A handwritten signature in black ink, appearing to read "Robin Tarter", with a stylized, cursive script.

Robin Tarter  
Executive Director, HOA  
On behalf of the Association