



Nipissing University Faculty Association

Grievance Report for the Annual General Membership Meeting

Tuesday, May 3, 2016

Committee Members: Susan Srigley, Amanda Burk, Sal Renshaw, Jeff Scott, Rhiannon Don, Joe Boivin

Recording Secretary: Angela Fera

Expenses: \$ 24,976

The committee held twenty formal meetings in this year; however, in addition to the formal meetings, the Grievance Committee worked throughout the summer months, as well as October and November, through informal meetings and through e-mail discussions. Grievance Committee members were also in an arbitration hearing (July 2015) and a mediation in Toronto (March 2016), both relating to the LTA2 Formal Grievance.

<i>Grievance and Grievance Related Issues</i>					
Type	Informal	Stage One	Mediation	Arbitration	Status
Member	12	1	0	0	Resolved or Closed (11) Ongoing (2)
Association	17	3	0	1	Resolved or Closed (11) Ongoing (8) Moved to Bargaining (1) On watch (1)

**Closed signifies either the Member was no longer interested in pursuing the issue, or there was no basis within the Collective Agreements or legislation upon which to base a grievance.*

Issues:

<i>Academic freedom (2) – involving SAS and LIT</i>	<i>Experiential courses and no compensation</i>
<i>Accidental Lockdown</i>	<i>Health and Safety (Brantford)</i>
<i>Accommodation</i>	<i>LTA severance</i>
<i>Administration teaching</i>	<i>LTA terminations</i>
<i>Alternative delivery of courses</i>	<i>LTA1 of 13 and 15 months</i>
<i>Brantford compensation for extended semester</i>	<i>Overload</i>
<i>CASBU contract rescinded</i>	<i>PER and Privacy</i>
<i>CASBU non-payment</i>	<i>Professional Expenses Reimbursement</i>
<i>CASBU timesheets instead of contracts</i>	<i>PTR suspension</i>
<i>Compensation for CASBU for extended semester</i>	<i>Right of first refusal</i>
<i>Complaint letter</i>	<i>Sabbaticant compensation</i>
<i>Conversion of LTA2 positions to tenure-track</i>	<i>Tenure and Promotion (2)</i>
<i>Course release grand-parenting</i>	<i>Travel Authorization forms</i>
<i>Discipline (2)</i>	<i>Workload (FASBU)</i>
<i>Employee Assistance Program</i>	

Of the issues listed above, four were in the Faculty of Applied and Professional Studies, nine were in the Faculty of Arts and Sciences and seven were in the Faculty of Education. The other issues pertained to all faculties.

Annual Comparisons

Year	Member Issues	Association Issues	Total
2015-2016	13	21	34
2014-2015	39	12	51
2013-2014	24	19	43
2012-2013	34	24	58
2011-2012	22	31	53
2010-2011	23	15	38

In addition to the issues listed above, the Grievance committee discussed a number of related issues, including in no particular order: Bracebridge and Brantford satellite campuses Memorandum of Agreement regarding transition to North Bay, faculty/SAS protocol, sexual violence prevention policy, JCAA, FIPPA requests.

The Grievance Committee is also addressing the issue of SOS for this year and the administration's reluctance to accept that they may be affected by the strike.