



## Nipissing University Faculty Association

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### ***Grievance Report 2016-2017 for the Annual General Membership Meeting***

*Wednesday, May 3, 2017*

**Committee Members:** Susan Srigley, Todd Horton, Amanda Burk, Jeff Scott, Rhiannon Don, Joe Boivin

**Recording Secretary:** Angela Fera

**Expenses:** \$9,255 in legal fees to date with approximately \$4,000 expected for the arbitration hearing in April plus \$3,055 for travel to the arbitration for Member and Grievance Committee members.

The committee held fifteen formal meetings since the report at the GMM in November and a total of 23 meetings for the year. The nature of the issues has required significant time in preparation and in informal meetings both of the committee members and with the Employer.

<b><i>Grievance and Grievance Related Issues</i></b>					
<b>Type</b>	<b>Informal</b>	<b>Stage One</b>	<b>Mediation</b>	<b>Arbitration</b>	<b>Status</b>
Member	9	0	0	3	Resolved or Closed (5) Ongoing (7)
Association	18	0	0	1	Resolved or Closed (8) Ongoing (10) Moved to bargaining (1)
Employer	0	1	0	0	Ongoing

*\*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:**

Accommodation  
Adjunct Professors  
Cancellation of part-time contracts  
Course Release for Supervisions  
Employee Assistance Program  
Employer Grievance on Promotion without Process  
Experiential learning courses  
Harassment (2)  
Health and Safety (Brantford)  
Health and Safety (Main)  
Instructor Rank  
Lecture and Lab Compensation  
Long Term Disability  
Low enrolment courses  
LTA2 Conversion  
OTTP  
PER (2)  
Practical Instructors  
Promotion without Process  
Right of First Refusal (2)  
Teaching over the CASBU maximum  
Tenure and Promotion  
Tenure-track hire (3)  
Timesheets (3)  
Workload

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