



Nipissing University Faculty Association

Grievance Report for the Annual General Meeting

Wednesday, May 8, 2013

Committee Members: Gyllie Phillips, Rob Breton, Sal Renshaw, Jeff Scott, Joseph Boivin, Corina Irwin

Expenses: \$1,525.50

The committee met formally 18 times (May 29, August 29, September 12, 20, October 4, 18, 29, December 6, January 14, 28, February 4, March 4, 11, 18, 25, April 8, 15 and May 1).

<i>Grievance and Grievance Related Issues</i>					
Type	Informal	Stage One	Mediation	Arbitration	Resolved or Closed
Member	34	1	0	0	Yes (32) Ongoing (3)
Association	24	0	0	0	Yes (22) Ongoing (2)

In addition, Rob Breton of the Grievance Committee, along with Todd Horton, as Past-President, produced a Grievance Handbook. This handbook was approved by the Grievance Committee on February 4, 2013 and the Executive Committee on March 25, 2013. It is available for all Members on the NUFA website under documents at:

<http://www.nufa.ca/documents.html>

Issues:

Accommodation and IME
Accommodation and Tenure Application Extension/Tenure and Letter of Complaint
CASBU Contract Extension
CASBU Contracts in Deans' Offices
CASBU Members teaching in WI paid in full in FA
Clinical Distance Education Leader Job Posting
Clinical Instructors in Nursing
Composition of Director Search Committee
Computer Surveillance
Conflict of interest; LTA1
Course Facilitators
Cross-apt letters stipulating % research
Dean's Assessment
Director adding SP course stating WL for FW was insufficient
Directors and Associate Directors
Discipline
Discipline; plagiarism allegations
Elimination of Associate Dean at Brantford campus
Employer request for OL
FASBU given CASBU Contracts for Overload
FASBU Overload
FCE report on CASBU % inaccurate
Gender equity in hiring
Harassment
Individualized Study supervision for LTA
Librarians in NUFA
LTA2 (3 yrs) Member advised by Dean last year due to insufficient enrolments
LTA3 to 10 month LTA
Masters teaching and compensation
Member Discipline (resulting from conflict with student)
Member to Member
Member transfer
Members' Supervision
Missed dues
New CA OL restrictions request for grace period
Payment for online courses
PhD teaching workload
Post-Docs Teaching
Posting of spring/summer courses
Promotion Denial (2)
PT Member requesting medical leave and concerns for RFR
Research Space
Respectful workplace
Salary level
Sabbatical Reports
Safe Workplace
Scheduling
Student Complaint
Tuition Exemption for Dependents
Two-thirds of teaching hours contained in coaching contract
Visiting Professors Teaching
Workload (2)
Workload - Dual Appointments
Workload for Seminar Instructor
Workload reassignment after sabbatical; needs clarity on how labs are counted