



Nipissing University Faculty Association

Grievance Report for the Annual General Membership Meeting Tuesday, April 28, 2015

Committee Members: Rob Breton, Susan Srigley, Sal Renshaw, Jeff Scott, Corina Irwin, Rhiannon Don

Recording Secretary: Angela Fera

Expenses: \$ 3,220.50

The committee held twenty-eight formal meetings in this year, and eighteen since the report at the GMM on October 28, 2014

<i>Grievance and Grievance Related Issues</i>					
Type	Informal	Stage One	Mediation	Arbitration	Resolved or Closed
Member	34	5	0	0	Yes (29) Ongoing (5) Moved to Bargaining(1) On Watch (4)
Association	10	1	0	1	Yes (4) Ongoing (5) Moved to Bargaining (1) On watch (2)

Issues:

*Academic Freedom (2)
Accommodation for Child-care
Alternative Delivery Mode (2)
Annual Reports
CASBU FT Appointment
CASBU FT Appointment Termination
Concurrent Education
Course Development Contract (pre-packaged courses)
Discipline
Dossier submission*

Duty to Accommodate
Employee Assistance Program
Graduate Studies Teaching
Harassment
Health and Safety (Accidental Lockdown)
Non-conversion of LTA2s
Non-NUFA teaching
Overload (labs)
Part-time teaching limit and online courses
Privacy (PER Accounts)
Progression through the Ranks (PTR)
Regular courses converted to Individualized Study
Request from Employer to Exceed CASBU part-time maximum (3)
Research
Respectful Workplace (4)
Retired Members (Identification Card, Website, Directory, Research Funds)
Right of First Refusal Denial
Sabbatical and Short-term Disability
Student Opinion Surveys
Tenure and Promotion (3)
Travel Authorization Forms
Workload (10)

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

Annual Comparisons

Year	Member Issues	Association Issues	Total
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: Member to Member issues, Tenure and Promotion committees and conflicts of interest/quorum/confidentiality, CASBU representation in department meetings over the summer months, delay in Deans' responses to Tenure and Promotion applications, third party liability, decanal searches, the new limit on part-time Members teaching labs, seminars, and service courses, new employee cards, Director searches, site specific RFR, faculty search committee composition, a NUFA Observer for the PPP, limits on long-term disability, the PWC audit, chair/director nominations/elections, the hiring of students, and the termination of a librarian.