

Grievance and Arbitration: Report

Prepared for the SMUFU Spring Meeting - April 28, 2023

Governance

Co-Chairs

Since June 2021 the Grievance and Arbitration Committee has been led by two co-chairs. Since Spring 2022, when Dr Marc Lamoureux stepped down as co-chair to become SMUFU President, the committee has been headed by one co-chair (Nicole Neatby - History). Dr Benita Bunjun is expected to step in as the other co-chair upon her return from sabbatical.

Members

The committee should consist of at least seven members appointed for a three-year term This Fall we were pleased to recruit a new member to the committee, Dr Diego Rojas. We are hoping to find a member from the library to have full representation.

- Shyamala Sivakumar – Finance, Information and Management Science (2021-2024)
- Benita Bunjun - Social Justice and Community Studies (2021-2024)
- Rachel Zellars - Social Justice and Community Studies (2022-2025)
- Rylan Higgins - Anthropology (2022-2025)
- Augie Westhaver- Sociology (2022-2025)
- Ron Russell - Biology (2022-2025)
- Hai Wang – Finance, Information and Management Science (2022-2025)
- Diego Rojas - Mathematics & Computing Science (2022-2025)

Grievance Work

Labour Relations Officer

To address the growing number of grievances and arbitration hearings, in January 2023 SMUFU hired Mr. Zachary Wells as our part-time professional Labour Relations Officer to assist the President and Co-chairs of the Grievance and Arbitration Committee with investigations, attending hearings, providing advice, and drafting documents. We are pleased to report that thanks to his invaluable contributions and very efficient support, our members are being provided with timely support.

General Overview

Note: Due to issues related to confidentiality, specific information about these grievances can only be disclosed to the G&A Committee and the Union Executive.

Presently, we are in various stages of dealing with nine grievances The majority of the grievances are individual grievances, two of them are group grievances. The Union has currently two grievances in mediation, two grievances in arbitration, and five scheduled for arbitration.

We are pleased to report that two grievances were settled before reaching arbitration.

The cases involve issues pertaining to a disciplinary matter, denial of promotion, pension plan, accommodation for medical reasons, course reduction for Lecturer Stream faculty, failure to respond to harassment, failure to honour a written hiring commitment.

Please feel free to ask questions.