

Report of the Grievance and Arbitration Committee

SMUFU - AGM – October 25, 2024

Members:

1. Rylan Higgins- Arts (2022-2025)
2. Luke MacDonald - Science (Co-Chair)
3. Nicole Neatby - Arts (2023-2026)
4. Diego Rojas - Science (Co-Chair)
5. Ron Russell - Science (2022-2025)
6. Hai Wang - Business (2022-2025)
7. Augie Westhaver - Arts (2022-2025)
8. Rachel Zellars - Arts (2022-2025)

Co-Chairs: Since May 1, 2024, the Committee has been chaired by Luke MacDonald and Diego Rojas, first in an interim capacity for one year, after which, a decision will be made on whether they continue as chairs of the committee for another three years.

Cases: No pending grievances were left by the committee led by the previous co-chairs. Thank you, Benita and Nicole!

1. During this summer we brought up a potential grievance (relating to a 2022 LTA hire at Lecturer Stream (LS) level) to the employer. The issue was settled: re-appointing the member retroactively as a 2022 probationary LS appointment, the member has been invited to apply for renewal, in two years they will be able to apply for promotion to Senior Lecturer (which comes with permanence).
2. In August we filed our first grievance (case number 2024-01) on behalf of a member for violation of Article 16.5(a). This article is related to the 50% tuition waiver provided to dependants of SMUFU members. The grievance was settled after the first meeting with the employer.
3. This week we filed a grievance (case number 2024-02) on behalf of the Union. It is related to Saint Mary's University failing to honour their commitments to Article 10.4.1, an article that was negotiated in our last Collective Agreement. This article is related to the university commitment to appoint at least three (3) indigenous and three (3) Black scholars on or before July 1, 2025.
4. For the past couple of months, we have been monitoring the administration's efforts to reduce department allotments, an exercise they have been engaged in since the summer. We see serious procedural problems and the potential for several grievances, although none have been filed thus far. The Union expressed these concerns to the VPAR, Deans, Chairs and Coordinators through a memo dated on September 24/24. We have consulted with CAUT legal team, and the Union executive has approved financial resources for the committee to engage with our own lawyer at Pink Larkin. The situation is ongoing.

It has been an honour and a pleasure to work with the members on this committee, with members of the executive and with our magnificent staff. Thanks Nora and Zach!

-Luke & Diego