

## Grievance Report

December 2009

Rick McGaw, FT Grievance Chair

AUNBT has taken a grievance on tenure denial to arbitration. Apart from the merits of the case itself, it is our position that there have been substantial procedural violations. This is in the early stages and there is no other information to report.

A policy grievance reported in April remains in process. The University has paid one Member a salary that is substantially in excess of the ceiling of Professor. Settlement offers have been exchanged, but the matter has been complicated by another Member being overpaid in error.

A grievance was heard concerning the failure of a Faculty to follow its own collegial procedures. The grievor was satisfied with the resolution.

In the previous meeting I reported on a new and potentially troubling trend. On several occasions the University has attempted to discipline Members without using procedures that have been used for years. This matter has now been placed into the current negotiations in an attempt to clarify processes.

Assistance has been provided to Members in a number of other matters that offered the potential for grievances. These included matters such as three instances of conflict between Members or Members and Deans, malicious written student opinion surveys, a Dean putting material in the Official File without informing the Members, age discrimination, and lobbying for legal assistance from the University for Members when students bring lawyers to internal processes. Many Members were also assisted with problems that do not rise to the level of a potential grievance.

I would like to thank those members of the grievance committee who assisted by taking on cases when asked.