



Policy Grievance

Grievor's Name: Windsor University Faculty Association (WUFA)	File: GR# 0940
Address 366 Sunset Ave.	Ext: 3362
Collective Agreement referenced: 2014-2017	Type of Grievance: Policy

1. Nature of Dispute

Significant variation in the salaries of recently appointed Sessional Lecturers.

2. Section (s) of Agreement Violated

Article S; Articles 3, 6, 11; and any other articles that may apply.

3. Facts of the Case

WUFA has recently been made aware that since January, 2012, 25 Sessional Lecturer members have been appointed at varying levels of salary, in violation of Article S of the Collective Agreement. All 25 appointments were at the rank of Sessional Lecturer Level I, as required under the Collective Agreement. The salary rate for Sessional Lecturer Level I under Article S is a set amount that is to be applied to all appointees, without exception. Contrary to Article S.1, the University awarded and paid higher than permitted salaries to some appointees in a manner that can only be for arbitrary, unfair and/or discriminatory reasons. The University has effectively created a new salary standard for the rank yet failed to pay all other similarly situated Sessional Lecturers the increased rate.

4. Remedy Sought

1. The salaries of all Sessional Lecturers shall be adjusted retroactively and prospectively to create fairness, consistency for, and to remove all discriminatory treatment of, all similarly situated Sessional Lecturers, consistent with the Collective Agreement;

2. Damages, including interest, for lost wages, where applicable;
3. Damages for breach of the Collective Agreement;
4. Such further and other remedies, including the appropriate declaratory relief and mandatory orders to make the Association and the affected members whole or as deemed appropriate by the arbitrator in the circumstances of the case.

Progress

Step 1 n/a

Step 2 n/a

Step 3 Faculty Association delivered the policy grievance to:
Director, Academic Labour Relations on June 17, 2016



June 17, 2016

Signature of VP Grievance

Date

c.c.

Faculty Association