



## Policy Grievance

**Grievor's Name:**

Windsor University Faculty Association

**FILE:** GR# 0988

**C.A. Referenced:** 2017-2021

**Type of Grievance**  
POLICY

**1. Nature of Dispute**

The University has refused to initiate the process to fill vacancies in Sessional Lecturer positions as required under Article 55.

**2. Reference**

WUFA Collective Agreement (2017-21) Article 55, and any other articles that may apply.

**3. Remedy Sought**

- (1) The University shall immediately provide the Association with an updated eligibility list and a declaration of the number of vacant Sessional Lecturer positions as on May 1, 2018. Within seven (7) days of the delivery of the eligibility list, the University shall initiate the appointment process under 55:11 to fill any existing vacancies. Eligibility for vacant positions shall be based on members' sessional seniority as defined by Article 1 of the Collective Agreement. Appointment(s) under this process shall be effective September 1, 2018.
- (2) In future, the University shall provide the Association with an updated eligibility list and a declaration of the number of vacant Sessional Lecturer positions annually on May 1. Within seven (7) days of the delivery of the eligibility list, the University shall initiate the appointment process under 55:11 to fill any existing vacancies. Eligibility for vacant positions shall be based on members' sessional seniority as defined by Article 1 of the Collective Agreement. Appointment(s) under this process shall be effective the following September 1.

(3) 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.

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**Progress**

**Step 1** n/a

**Step 2** n/a

**Step 3** Delivered to Ms. D. Beaulieu, Director, Academic Labour Relations on November 20, 2018

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Signature of VP Grievance

November 20, 2018

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Date

c.c. Faculty Association