



Policy Grievance

Grievor's Name:
Windsor University Faculty Association

FILE: GR# 0917

C.A. Referenced: 2017-2021

Type of Grievance
POLICY

1. Nature of Dispute

Improper administration of University of Windsor Retirement Plan for Faculty and Certain Employees (the Plan).

2. Section (s) of Agreement Violated

Section 21 of the University of Windsor Act, Article D of the Collective Agreement, the University of Windsor Retirement Plan for Faculty and Certain Employees (the Plan), and any other articles and bylaws that may apply.

3. Facts of the Case

The Vice-President, Planning and Administration has failed to hold regularly scheduled meetings of the Retirement Committee as required under Article D of the Collective Agreement. Further, the Retirement Committee has not performed its functions as specified in Section 15 and also as specified in Sections 7, 8, and 16 of the Plan.

The University has failed to provide annual reports to WUFA, and has further failed to post quarterly investment reports on its website, as required under Article D.

4. Remedy Sought

- (1) A declaration that University has abrogated the role of the Retirement Committee as established under Section 15 of the Plan, and a further declaration that the role of the Retirement Committee shall be immediately restored;

- (2) Within 30 days of the resolution of this grievance, the Vice-President, Planning and Administration shall call for a meeting of the Retirement Committee;
- (3) Within 30 days of the above meeting, the Retirement Committee shall gather and submit all outstanding annual reports to WUFA;
- (4) The University shall immediately update the website to provide (current and outstanding) quarterly investment reports on the University of Windsor Pension Plan for Faculty and Certain Employees;
- (5) 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 Delivered to Ms. D. Beaulieu, Executive Director, Academic & Staff, Labour and Employee Relations, on December 10, 2019.



Signature of VP Grievance

December 10, 2019

Date

c.c. Faculty Association