



## Policy Grievance

**Grievor's Name:**

Windsor University Faculty Association

**FILE: GR# 0909**

**SUPERSEDES where underlined**

**Type of Grievance**

Policy

**Collective Agreement referenced**

2014-2017

**1. Nature of Dispute**

Failure to properly investigate alleged conflict of interest and/or failure to remove the conflicted person/company/firm as appropriate in the circumstances.

**2. Section (s) of Agreement Violated**

Article D, and any other articles that may apply. WUFA will not be limited by but reference will be made to and reliance may be had on the University's own Conflict of Interest provisions

**3. Facts of the Case**

On October 30, 2014, the University was informed of the Association's concerns regarding a perceived conflict of interest in the case of a member of the Board of Governor's **Investment** Committee. The University has failed to investigate the allegations properly or in a timely manner or taken any effective steps to remove the conflicted person/companies. Thus, this is ongoing.

**4. Remedy Sought**

- (1) That the University immediately conduct an investigation that is open and inclusive of WUFA, including identifying the investigative process in writing, the persons to be involved, the decision making process and the timing. All of this must be subject to WUFA's approval of/agreement to the process.

- (2) Failing a timely resolve pursuant to paragraph (1), that the matter and issues proceed before an arbitrator to require the University to comply with the requests in paragraph (1), above or, in the alternative, to adjudicate the issues surrounding the conflict of interest allegations;
- (3) In addition or in the alternative, as necessary or as requested by WUFA, an order that the conflicted person and/or firm/company in question be removed from the Board of Governor's **Investment** Committee;
- (4) That in the interim, the Arbitrator make the necessary order enjoining the **Investment** Committee and/or the Board of Governors from acting on any pension/**Investment** Committee related matter in which conflicted person/firm/company has or will directly or indirectly participate, pending resolution of the conflict allegations, up to and including the final disposition of this grievance;
- (5) Such further and other remedy to protect and enforce WUFA's interests related to this matter; and in all ways required to make WUFA whole.

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### Progress

**Step 1** n/a

**Step 2** n/a

**Step 3** Delivered/Mailed to: Associate VP Academic Affairs on:

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Signature of VP Grievance

Supersedes July 13, 2015

Date

c.c. Faculty Association