



Policy Grievance REVISED

Grievor's Name: Windsor University Faculty Association	File # GR 0862
Address: 366 Sunset Ave., Windsor, Ontario	Ext: 3365
Date Grievance is first known May 3, 2011	Type of Grievance Policy

1. Nature of Dispute

Unilateral changes to the administration of the University of Windsor Retirement Plan for Faculty and Certain Employees and employment of Mercer Canada Limited in a manner that undermines the neutrality of the firm in the provision of actuarial services and advice.

2. Section (s) of Agreement Violated

Art. 7, Art. D, and other such articles in the Collective Agreement which may apply.
Section 15 and any other sections of the University of Windsor Retirement Plan for Faculty and Certain Employees which may apply.

3. Facts of the Case

1. By unilateral decision on February 22, 2011, the Board of Governors created a new Pension Committee that usurps the decision-making responsibilities of the Retirement Committee established pursuant to Art. D.2 of the WUFA collective agreement.

2. By unilateral decision on February 22, 2011, the Board of Governors restructured the (pension) Investment Committee in a manner that denies WUFA its long-standing representation of two active and one retired member.
3. At some point in the last year, the University Administration may have hired Mercer on its own account to provide information and/or advice to the Administration alone about the University of Windsor Retirement Plan for Faculty and Certain Employees.

4. Remedy Sought

1. The D.2 Retirement Committee continue to be responsible for the decisions accorded to it by Section 15 of the University of Windsor Retirement Plan for Faculty and Certain Employees.
2. Administration to restore to WUFA its proportionate representation on the Board of Governors Investment Committee.
3. (a) In the event that the Administration or WUFA hires Mercer (or other actuarial firm responsible for providing pension advice to both parties) on its own account it must inform the other party and disclose the documentation and/or advice received.
(b) All documentation and/ or advice provided by Mercer (or other actuarial firm responsible for providing pension advice to both parties) and paid for with funds from the University of Windsor Retirement Plan for Faculty and Certain Employees must be disclosed to both parties.

Progress

Step 1 n/a

Step 2 n/a

Step 3 REVISED version Delivered/Mailed to: Associate VP Academic Affairs
on: May 18, 2011

____(Signed by Anne Forrest VP Grievance)____

____19-May-2011____

c.c. Faculty Association