UNIVERSITY OF WINDSOR
ONTARIO CANADA

Faculty Association - WUFA
Windsor University Faculty Association

Policy Grievance

Grievor's Name: Windsor University Faculty Association	**File # GR 0512**
Address: 366 Sunset Ave., Windsor, Ontario	**Ext:** 3365
Date Grievance is first known October 10, 2013; July 25, 2013, and following	**Type of Grievance** Policy

1. Nature of Dispute

Failure to follow procedure in Article 59, resulting in unauthorized discipline of members by means of letters of "warning" deposited in their personnel files.

2. Section(s) of Agreement Violated

Articles 59, 27:02, and any other articles that may apply.

3. Facts of the Case

The Faculty Association is aware of at least two examples of letters' being deposited in members' files as warnings about alleged behaviour or conduct.

Such letters are however not being placed in files as documentation of written complaints against members by a student or others, in accordance with 27:02(e).

Rather, authors of such letters assume allegation(s) of misbehaviour or misconduct to be true without any documented investigation, and thus, they in violation of the

collective agreement conclude with a warning of discipline if members repeat their alleged misbehaviour or misconduct.

Such letters therefore represent the first steps in progressive discipline of members, even though those letters have not been products of the procedure in Article 59 for this.

Such unauthorized letters may include those written direct by the Provost or his delegate to members, those written by Deans of members' faculties, and/or those written by Heads or Directors etc. of members' AAUs.

In other words, authors of such letters are imposing discipline upon members even though those authors are not authorized to do so, in accordance with 59:01.

4. Remedy Sought

(1) All aforementioned types of unauthorized letters of "warning" will be removed from members' personnel files.

Progress

Step 1 n/a

Step 2 n/a

Step 3 Delivered/Mailed to:
Provost & Vice President Academic by the Faculty Association on

---

Alan G Phipps

December-16-13

Signature of VP Grievance

Date

c.c.
Faculty Association