

MRFA VICE-PRESIDENT, POLICY AND SENIOR GRIEVANCE OFFICER'S REPORT


Annual General Meeting

May 11, 2018

Sabrina Reed

THANK YOU

- Members of the Grievance Committee
 - Lee Easton
 - Todd Nickle,
 - Guy Obrecht,
 - Marc Schroeder,
 - Khatija Westbrook
- MRFA Administrative Support
 - Chantelle Anderson
 - Lana Funke



Also thanks to those
who brought their
concerns forward

ELEVEN FORMAL GRIEVANCES

Category	Articles	Number of Grievances
Contract faculty hiring (course allocations, order of allocation, prompt payment of salary)	4.8.2 (Sessional Reappointment and Workload Allocation) 4.8.1.1 (Order of allocation) 13.4.2 (payment of salary)	4
Workplace environment	22 (Workplace environment)	2
List A allocation	14.9 (Activities Eligible for Reassigned Time for Employees)	1
Recreation Centre Access	16.6 (Recreation Centre access)	1
Discipline	25 (Discipline)	1
Intellectual Property	19.5 (Intellectual Property—Commissioned Works)	1
Course allocation for tenurable faculty member	28 (Evaluation of Teaching) 14.1 (Assignment of workload for full-time employees)	1

COMPLAINTS AND CONCERNS (NOT FORMAL GRIEVANCES)

- Faculty members not assigned desired course and/or number of courses
- order of allocation in Article 4.8.1.1 was not followed
- workplace harassment
- potential and/or actual disciplinary proceedings
- rules around secondment to faculty administrative positions
- reappointment with conditions

POLICIES AND PROCEDURES

- Emergency Response Policy
- Institutional Risk Management Policy
- Presidential Search and Appointment Policy
- Procedure for the Search, Selection and Appointment of a New President
- Procedures for the Comprehensive Assessment and Reappointment of the President
- Revised Code of Conduct Policy
- Revised Conflict of Interest Policy
- Research and Scholarship Plan, drafts one and two
- Revised Smoking Policy
- Student Evaluation of Teaching Policy
- Alberta Labour Code—Alignment with MRFA's Article 20 (Grievances)

THANK YOU



Any
questions?