

Workload Appeal

Article 14.12

January 28, 2019

Presented by: Brady Killough

Collective Agreement

This presentation is based on the Collective Agreement dated

July 1, 2016-June 30, 2018

(Yes, I know we are into 2019 now.....)

Full-time Workload Allocation

14.1: “The workload of Full-time Employees shall be assigned by consultation between the Chair and the Employees of each Academic Unit, following consultation with the Dean.”

Constraints on Full-Time Workload

- Registrant caps (TS: 320, TSS: 240)
- Normal annual SICH (TS: 384, TSS: 288)
- Annual SICH ranges (TS: 336 – 432, TSS: 240 – 336)
- Teaching in the “3rd” term (14.4.5, 14.5.6) and periods of responsibility (14.2)
- Overload during Intersession (14.11)

If you are dissatisfied...

- If workload (or method by which it was assigned) does not comply with the CA, a grievance is likely appropriate.
- If it is not clear that there has been a specific contravention of the CA, but you are dissatisfied nonetheless: **Workload Appeal (14.12)**

Details

- The workload responsibility assigned can be appealed by an Employee, a Chair, or an administrator.
- The appeal can centre on any aspect of the assigned workload, including reassigned time (e.g. list-A decisions).
 - **Applicability of 14.12 to decisions related to changing work patterns (14.8)**

Process

- Individual initiating the appeal files written notice of appeal with Provost and MRFA president.
- Appeal Committee formed (14.12.2.1)
 - 1 Employee nominated by Employee involved
 - 1 MRFA nominee
 - 2 Board nominees
- Committee meets and renders decision within 5 Days of original notice
 - Majority decision is final and binding

Process continued

- If no majority decision, a tribunal is formed
 - 1 MRFA nominee
 - 1 Board nominee
 - a chair to be mutually agreed upon between the two nominees (or drawn by lot if agreement not possible)
- Tribunal renders final and binding decision within 5 Days.
- Any party failing to comply with process defaults the dispute in favour of the party in compliance.

Discussion

- Questions?
- Comments?