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***Memo*** to all Members of the Faculty Association **May 14, 2007**

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**Grievance filed for non-distribution of *Standard Information Package*.**

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An Association grievance was filed recently in response to the Employer's action to not distribute the *Standard Information Package* to short-listed candidates for Faculty and Librarian positions despite being fully aware of its obligations under the BU #1 Collective Agreement. Articles B.2.4(i) and B5.10(f) give the Faculty Association the "opportunity to provide a standard information package for candidates to the Employer, who shall provide it to the candidate."

Copies of this *Package*, as prepared by the Association, were provided to the Employer in early January with the expectation that distribution would begin immediately. However, the Association learned recently that this has not been taking place due to apparent concerns of the Employer regarding some of the information in the *Package*.

The purpose of this *Package* being distributed to short-listed candidates is to provide them with valuable information and advice to assist them in negotiations with the Employer for the best initial appointment offer, should they be offered a position. While many of our working conditions are set out in the Collective Agreement and are not negotiable by individual members, there is opportunity at the time of initial appointment to negotiate certain items such as starting rank and step, market differential and conditions for tenure/permanency and promotion.

The Employer's failure to distribute this *Package* as required undermines the Association's right and ability to communicate with prospective Members in its efforts to ensure that they get the best starting deal possible. As a result, the Association filed the grievance.

The *Standard Information Package* can be found on the Association's website under the *Information for Candidates* link. A similar document prepared by CAUT can also be found there.