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Memo

To: All Members of the Faculty Association
Date: March 9, 2007
Subject: Grievance regarding the URC and the Professor Emeritus process

An Association grievance was filed today in response to the recent approval by the University Senate of a new process for the nomination and evaluation of candidates for Professor Emeritus. This process makes the University Review Committee (URC) the body responsible for reviewing nominations and for making subsequent recommendations.

The URC is constituted and governed by Article E2.10 of the Collective Agreement. This Article specifically establishes the URC as a university-wide "*tenure, permanency and promotion committee*". The URC is not a committee of Senate, nor does Senate have any authority over it. Senate's function regarding the URC is limited to that provided in Article E2.10.1 f) which involves conducting the annual elections to it.

The Employer, or any governing body of the University, cannot unilaterally alter or add to the mandate, duties, responsibilities, etc. of any committee created by the Collective Agreement without the approval of both Parties to it. Accordingly, this cannot be done for the URC no more than it could be done for our Joint Benefits Management Committee.

At no time prior to Senate's approval of the proposed Professor Emeritus process was the Association consulted or contacted about the possibility of the URC fulfilling this role. Upon learning of Senate's action, the Association wrote President MacLauchlan (Jan. 29, 2007) objecting to this action, stating its position, and requesting that the matter be taken back to Senate. To date, the Association has not received any response to this letter. The only indication of which the Association is aware regarding the Employer's position on this issue is that provided by Senate's Minutes.

This grievance was filed to protect the provisions of the Collective Agreement against the Employer's unilateral actions and to ensure the Association's ability to do so in future issues. The Association contends that the Employer has a responsibility and an obligation to consult with the Association when it believes it is necessary to recommend or take actions which may have implications for the Collective Agreement. The Association believes strongly that this principle is a necessary feature of collegial governance and, in this case, a principle which the Employer has failed to respect.