



University of
Prince Edward Island
FACULTY ASSOCIATION

2006-07 Officers & Staff

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Wayne Peters
President
Engineering
566-0495
wpeters@upei.ca

David Seeler
Vice-President
Companion Animals
566-0886
seeler@upei.ca

Debra Good
Secretary/Treasurer
Business
566-0348
dgood@upei.ca

Ann Braithwaite
Member-at-Large
Women's Studies
628-4312
abraithwaite@upei.ca

Kay Diviney
Member-at-Large
English
566-0961
kdiviney@upei.ca

David Groman
Member-at-Large
Aquatic Diagnostic Service
Pathology & Microbiology
566-0830
groman@upei.ca

Betty Jeffery
Member-at-Large
Robertson Library
566-0741
bjeffery@upei.ca

Art Ortenburger
Member-at-Large
Health Management
566-0820
ortenburger@upei.ca

Susan Gallant
Office Manager
566-0438
sgallant@upei.ca

Arbitration Award ruling strongly upholds grievance!

A January 24, 2007 grievance Arbitration Award ruling strongly upheld a grievance filed by the Association. The Award declared that the Employer violated the Recognition Article A-3 of the Collective Agreement when it appointed a faculty member to a management position, which is specifically excluded from the union's Bargaining Unit, while allowing the individual to simultaneously continue his Bargaining Unit faculty member duties.

The Recognition Article of a Collective Agreement is an essential and fundamental component of collective bargaining between the parties because it sets forth who will be and who will not be members of the Bargaining Unit, the very essence of the Union's Certification Order. Actions by the Employer to challenge this represent serious challenges to the integrity of the Bargaining Unit.

The Association is extremely pleased with this Award as it confirms its position that such "dual status" situations create conflicts of interest situations and are contrary to the basic principles of labour relations.

The full text of the Arbitration Award can be found on the Association's website.