

IN THE MATTER OF AN ARBITRATION

B E T W E E N :

THE LAURENTIAN UNIVERSITY FACULTY ASSOCIATION

(the "Association")

- and -

LAURENTIAN UNIVERSITY

(the "University")

Grievance No. 2019-16

Before: William Kaplan, Sole Arbitrator

Appearances:

For the Association

Dr. Linda St. Pierre, Chief Steward

For the University

Shawn Frappier, Director, Staff & Faculty Relations

Hearing held in Toronto, Ontario on December 17, 2019

1. The Union has grieved the University's failure in some circumstances to notify members on the roster of the appointment decision for sessional contracts as required in Article 4.15.19. The University concedes that not all appointment decisions have been provided to members on the roster. Article 4.15.5 reads:

4.15.19 All applicants from the roster shall be notified of the appointment decision.

2. I direct the University to have the appropriate Dean instruct the applicable Departments/Schools to notify members on the roster of the appointment decision for sessional contracts as required in Article 4.15.19. For the purpose of this article, notification will occur on or before July 31 for the Fall Term, October 31 for the Winter Term and February 15 for the Spring/Summer Term. For courses that are filled beyond the timelines stated in 4.15.16, the roster shall be notified within 30 days of appointment.
3. This award is prospective and without prejudice to either parties' position on any outstanding grievance or breach up until today's date.
4. I remain seized on any issue of implementation.

Dated at Toronto, Ontario this 17 day of December, 2019.

"William Kaplan"

William Kaplan, Arbitrator