

## UNIVERSITY OF MANITOBA POLICY

<b>Policy:</b>	<b>Appeals by Academic or Support Staff Excluded from Bargaining Units</b>
<b>Effective Date:</b>	May 28, 2007
<b>Revised Date:</b>	
<b>Review Date:</b>	May 28, 2017
<b>Approving Body:</b>	Board of Governors
<b>Authority:</b>	University of Manitoba Act, Section #16(1)
<b>Responsible Executive Officer:</b>	President
<b>Delegate: (If applicable)</b>	Vice-President (Administration)
<b>Contact:</b>	Executive Director of Human Resources
<b>Application:</b>	Board of Governors Members; Employees: See List

This policy applies to the following employee groups excluded from bargaining units as identified in Procedure: Employee Organizations and Employment Groups:

- (a) Executive (Academic and Support Staff);
- (b) Academic and Support Staff as Members of the Board of Governors;
- (c) Senior Administrative Staff;
- (d) Administrative Academic Staff;
- (e) Geographic Full-Time Staff;
- (f) Sessional Professional Academic Staff;
- (g) Research Academic Staff;
- (h) Other Academic Staff;
- (i) Excluded Management, Administrative and Professional Staff;
- (j) Medical Practitioners and Administrators;
- (k) Out of Province Support Staff;
- (l) Excluded Student Support Staff

### Part I Reason for Policy

To define the extent to which the University provides a process for academic and support staff excluded from bargaining units to appeal supervisory decisions which adversely affect them.

## **Part II Policy Content**

The University, as an Employer, recognizes that in order to promote cooperation and harmony with University employees, it is essential that all employees have access to a procedure for appealing supervisory decisions which adversely affect them. To this end the University will establish an Appeal Procedure for all employees excluded from bargaining units.

- 2.1 Termination of employment through dismissal or position discontinuance processes are not appealable as employees have access to civil actions against the University.
- 2.2 Appeals will be dealt with internally within the University and will not be subject to arbitration.

## **Part III Accountability**

- 3.1 The University Secretary is responsible for advising the President that a formal review of this Policy is required.
- 3.2 The Executive Director of Human Resources is responsible for the implementation, administration and interpretation of this Policy.

## **Part IV Secondary Documents**

- 4.1 The Vice-President (Administration) or the President may approve Procedures, if applicable, which are secondary to and comply with this Policy.

## **Part V Review**

- 5.1 Governing Document reviews shall be conducted every ten (10) years. The next scheduled review date for this Policy is May 28, 2017.
- 5.2 In the interim, this Policy may be revised or rescinded if the Board of Governors deems it necessary.
- 5.3 If this Policy is revised or rescinded all Secondary Documents, if applicable, shall be reviewed as soon as reasonably possible in order to ensure that they:

- (a) comply with the revised Policy; or
- (b) are in turn rescinded.

**Part VI**  
**Effect on Previous Statements**

6.1 This Policy supersedes all of the following:

- (a) All previous Board/Senate Policies, Procedures and resolutions on the subject matter herein;
- (b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein;
- (c) Policy 1106 Grievances (dated May 17, 1977);
- (d) Policy 713 Grievance bylaw (dated April 14, 1987); and
- (e) Bylaw 25.00 Grievance Bylaw (undated).

**Part VII**  
**Cross References**

Cross referenced to:

Procedures: Appeal Procedure for Academic or Support Staff Excluded from Bargaining Units