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5.2 In the interim, this Policy may be revised or rescinded if the Board of Governors deems it necessary.

5.3 If this Policy is revised or rescinded all Secondary Documents, if applicable, shall be reviewed as soon as reasonably possible in order to ensure that they: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(b) are in turn rescinded.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