



# Bulletin

## New Discipline Language

The Bulletin is a publication provided to Members to address issues of interest that may have an impact on Members' Academic lives.

At the last meeting (i.e., January 31, 2018) of the StFXAUT Executive Committee, new Discipline language was approved. The Discipline language was prepared and recommended by the Joint Committee (Charlene Weaving and Brad Long are the StFXAUT representatives on the committee) with consultation from our lawyer. The new Discipline language allows for the resolution of a potential issue prior to the initiation of a formal investigation and formal letter. The old informal process for discipline necessitated a formal letter which caused considerable anxiety and concern for Members in receipt of one.

To alleviate the concern and stress expressed by Members, language was added to the Discipline Article in the *Collective Agreement* (Article 1.21.7.0 on p. 42-43). The additions are as follows (see changes in blue):

7.0 Where the allegation of a disciplinary nature has been made against a Member, the Academic Vice-President and Provost or designate shall:

a) **Be encouraged to resolve a complaint through informal discussions;**

b) **initiate an investigation into the matter where there is no informal resolution to a complaint; however all informal discussions are to be considered confidential and without prejudice. They will not be relied on by any party at arbitration if the matter is not resolved.**

The *Collective Agreement* states "At all stages of the disciplinary process a Member shall have the right to have a representative of the Association in attendance" (Article 1.21.3). The StFXAUT recommends having a representative accompany you for any formal grievance meeting. It is not necessary to have StFXAUT representation for an informal discipline inquiry. If you would prefer to have StFXAUT involvement at the informal stage, please contact one of our Co-Chief Grievance Officers – Stephen Finbow (sfinbow@stfx.ca) or Ken MacAulay (kmacaula@stfx.ca).

Please note that Stephen Finbow is responsible for discipline, Faculties of Arts and Business, Coady, Extension and Learning Skills Instructors. Ken MacAulay is responsible for *Collective Agreement*, Rank & Tenure, Librarians and Faculties of Science and Education.

You can view the *Collective Agreement* (July 1, 2016 to June 30, 2019) and the changes negotiated outside of the bargaining process at [www.stfxaut.ca](http://www.stfxaut.ca).