

Arbitration Factors

The exercise of our right to proceed to arbitration is normally reserved for the most serious of cases because of cost, limited nature of remedies and uncertainty of outcome. The following represent the kinds of cases that require serious consideration of the use of that right.

Primary Importance

1. Job threatening decision.

Items 2 – 5 are of Equal Weight

2. Serious violations of non-discrimination provisions.
3. Major violations of academic freedom.
4. Policy interpretations of the CA that significantly threaten the integrity of the Collective Agreement.
5. Excessively punitive action against Member(s).

Residual

6. Abuse of management rights.
7. Any other University action that in the circumstances is deemed to require QUFA assistance.

Approved by QUFA Council September 20, 2010

