

Report for the UGSW PSAC 60550

From: Brian Beaton, Co-Chair of the Joint Working Group pursuant to Article 9 (JWG9) – No Harassment/Discrimination & Whistleblowing Protection

Prepared for: UGSW General Membership Meeting - November 7, 2018

Committee Status: Active and ongoing

Committee Members:

- * Brian Beaton (appointed Co-chair by UGSW Executive in Feb 2018, resigned Nov 2)
- * Anthea Plummer, Co-chair
- * Chris George
- * Shitangshu Roy
- * Amy Savile - UGSW President (ex officio and alternate as required)

Activities Undertaken by the committee:

- * Due to my status within PSAC-UGSW as a non-member, I resigned my position as co-chair of this committee and Anthea Plummer agreed to take on the Co-chair position
- * Draft Terms of Reference was prepared for second meeting scheduled for Nov 5th
- * Meeting of UGSW members held on Nov 2 to prepare for Nov 5 meeting.
- * Meeting of Committee held on August 15 with everyone in attendance (4 reps from UGSW, 3 from UNB Management and Recording Secretary)
- * Meeting of UGSW reps to prepare for August 15 meeting was held on July 5
- * Worked with UGSW Executive to set up initial meeting of committee starting in April but due to conflicting schedules, the first meeting was finally confirmed for August
- * Identified and recruited interested members for the committee working with UGSW executive during February 2018 PSAC training session for UGSW members at UNB.

Proposed agenda items for initial August 15 meeting included:

- 1 Introductions
- 2 Roundtable discussion and clarification on committee members' expectations, responsibilities and outcomes for the work ahead

- 3 Terms of Reference for the committee members (we might consider adapting the TOR for the JUMC to address the needs of this committee)
- 4 Brainstorming on issues and challenges for grad student workers at UNB (detailing / clarifying processes and procedures within the UGSW-UNB CA, communication requirements, power imbalances, etc)
- 5 Meeting schedule
- 6 Other items

PRELIMINARY IDENTIFIED ISSUES of IMPORTANCE TO UGSW MEMBERS re: HARASSMENT, NO DISCRIMINATION AND WHISTLEBLOWING PROTECTION (July 5, 2018)

1. Power imbalances in committees
 - paid / unpaid participation
 - valuing time, ability, expertise
2. Human Rights Act
 - human interaction vs systemic
 - gender, disability
3. Importance of UGSW members involvement
 - more than immediate harassment / discrimination
 - career paths, financial requirements, academic
4. Precarious work choices
 - having all options available
 - being only provided scholarship option
 - abuse of authority / power
 - bullying
 - International students / threats of failure / immigration
5. Misuse of power
 - retaliatory actions on part of supervisors
 - employer responsibilities to safe, healthy workplace
6. Different path / options
 - a. Harassment complaint through UNB Human Rights Office
 - b. Grievance procedure

- i) informal, grievance/complaint step 1 to request extension of grievance process instead of 10 day limit
- ii) formal grievance process if informal step fails to address needs of employee

MEMORANDUM OF UNDERSTANDING - NO HARASSMENT, NO DISCRIMINATION AND WHISTLEBLOWING PROTECTION (from UGSW-UNB Collective Agreement)

Within ninety (90) days of signing this letter, the Parties agree to form a joint working group to review Article 9 – No Discrimination, No Harassment and Whistleblowing Protection and make any recommendations for changes to it.

The Joint Working Group shall consist of two (2) co-chairs, one (1) appointed by each of the Parties and four (4) additional members, two (2) appointed by each of the Parties.

This Joint Working Group shall determine its own process and shall have the authority to invite input from external specialists, such as but not limited to, the UNB Human Rights Officer and the PSAC Human Rights Officer.

The Joint Working Group shall not have the power to implement changes to existing provisions of the Collective Agreement. This may only be done through a written agreement of the Parties.

Once ratified by the Parties, these changes shall be deemed to be part of the Collective Agreement.

The Joint Working Group shall complete its review and make recommendations as quickly as possible. Its work shall be complete within one (1) year of the signing of this Collective Agreement at which point the joint working group shall disband.