



# fauw

Faculty Association of  
the University of Waterloo

## Association Grievance Policy

The following criteria are intended to assist the FAUW Board of Directors in assessing whether a case should proceed as an Association Grievance.

### **Relevant MoA clauses:**

Section 9.1.1 - The parties to a grievance shall be the Grievor and the University. The Grievor may be an individual Member, a group of Members, or the Association.

Section 9.3.1 - An Association grievance is a grievance against the University initiated by the Association. The grievance shall be authorized by the Board of Directors of the Association and shall be presented by the Association President (or her/his delegate).

Section 9.3.2 - The Association shall be entitled to grieve the interpretation, application, administration or an alleged violation by the University of UW Policies and established practices, this Agreement, or other agreements between the University and the Association, insofar as it directly affects the Association as an organization or the Association's role as defined in this Agreement.

Section 9.4.1 - Prior to initiating a formal Association grievance, the Association President should discuss the issues with the Vice-President, Academic and Provost and, when mutually agreeable, bring the issues to the Faculty Relations Committee, in an attempt to settle them informally.

### **Process and criteria for proceeding with an Association grievance case:**

In determining the scope of, and whether to proceed with, an Association Grievance, the FAUW Board of Directors will consider the following criteria as well as the recommendation of the AF&T Chair. Consultation with the AF&T Chair is required before proceeding; the Chair may consult members of the AF&T Committee in order to inform their recommendation.

The subject of Association Grievances should meet some or all of the following criteria:

- have policy implications for a group of faculty at the University of Waterloo
- have significant implications at the provincial or national level
- involve flawed applications of university policy, procedures, processes, or guidelines
- violate principles of natural justice
- have been overly delayed by the employer
- involve a repeated pattern of objectionable behaviour or application of policy, procedure, processes, or guidelines



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Cases which meet some or all of the above criteria that are less likely to be supported include those which:

- have been dealt with through external legal processes
- are still working their way through non-binding internal proceedings in the University
- AF&T concludes are weak or frivolous
- are costly for a minor benefit
- have been proceeding without the assistance of or knowledge of AF&T
- are single incidents unlikely to be repeated; these are better addressed as individual grievances

Members may bring a proposal for an Association grievance directly to the FAUW Board of Directors by submitting a written proposal outlining the perceived violation under Section 9.3.2, and the proposed remedies being sought to [fauw@uwaterloo.ca](mailto:fauw@uwaterloo.ca) which will then be handled by the Board following the process above.

In making its decision, the FAUW Board of Directors will consider the following criteria:

- the number of members affected or potential to be affected
- severity of potential harm
- potential to set precedent
- probability of a successful resolution

In Association grievances filed by the FAUW Board of Directors, FAUW will assume legal and arbitration fees as outlined in the MOA, and the process in the Memorandum of Agreement to proceed with an Association grievance.

The Association retains carriage of the grievance throughout the process. A member who brings forth a case for an Association grievance is expected to be regularly available to provide information to the FAUW Board of Directors. FAUW retains carriage of all Association grievances. Resolutions may be shared on FAUW's communication channels.

*Approved by the FAUW Board of Directors December 4, 2025*

## Policy Version Control

Approval Date	Summary of Changes	Approving Body
December 4, 2025	New Policy	FAUW Board of Directors