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Faculty Association of  
the University of Waterloo

## Financial Support of Grievances Policy

The following criteria are intended to assist the FAUW Board to assess a Member's request for financial assistance for grievance cases.

### **Process for financially supporting grievance cases:**

1. Using the criteria below, the AF&T Committee Chair will recommend to the FAUW Board of Directors whether a case merits financial support.

Cases that the FAUW Board could reasonably support financially would be cases that

- have policy implications for faculty at U W
- have significant implications at the provincial and national level
- have significantly flawed applications of policy
- violate principles of Natural Justice
- have been overly delayed by the administration

Cases that likely would not be supported financially would be cases that

- have already been dealt with in other venues such as the civil or criminal courts
- are still working their way through non-binding internal proceedings in the University
- the AF&T Committee concludes are weak or frivolous
- are costly for a minor benefit
- have been proceeding without the assistance of or knowledge of the AF&T Committee

2. The AF&T Committee will then bring to the FAUW Board of Directors a proposal which outlines its reasons for supporting a case financially and which provides an estimate of the costs of the case. In the proposal every effort will be followed to maintain the anonymity of the griever.
3. The FAUW Board of Directors will accept or reject the AF&T Committee's proposal by a vote.
4. In cases accepted by the Board, the FAUW will assume up to 80% of the employee costs of legal and arbitration fees, which normally are 50% of the total costs.

There will be a cap of \$50,000 for the Association support of any case,



# fauw

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including all costs associated with arbitration.

Note: The Board may vote to cover up to 100% of the employee costs of legal and arbitration fees up to the cap of \$50,000.

5. A condition for financial support by the Association is that the grievor and the Association have a written agreement regarding financial responsibilities.
6. A condition for financial support by the Association is that the grievor receiving financial assistance may hire only lawyers approved by the FAUW Board of Directors.
7. The AF&T Committee will participate in any consultations with legal counsel, will receive the advice of legal counsel, and may attend all meetings and arbitration hearings.

FAUW Board of Directors will not consider financial support of a case unless the individual or group has consulted with the AF&T Committee and provided the AF&T Committee with details of the grievance so that the AF&T Committee can assess the case.

*Approved by the FAUW Board of Directors October 25, 2001*

*Policy renewed by the FAUW Board of Directors May 13, 2004*

*Amendment approved by the FAUW Board of Directors November 8, 2007*

*Amendment approved by the FAUW Board of Directors October 23, 2025*



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## Policy Version Control

| Approval Date  | Summary of Changes  | Approving Body          |
|--|---|-------------------------|
| October 23, 2025   | <p>Increased transparency for method a proposal is accepted or rejected</p> <p>FAUW employee costs coverage increased; additional language allowing for possible further financial support</p> <p>Association support cap increased</p> <p>Revised format amended</p> | FAUW Board of Directors |
| November 8, 2007   | <p>Onus switched &amp; increased on FAUW to assume employee costs</p> <p>Onus switched to the grievor to assume the remainder of the costs</p> <p>Association support cap increased</p> <p>Revised format amended</p>   | FAUW Board of Directors |
| <p><i>Renewed by the FAUW Board of Directors on May 13, 2004, for a period ending May 31, 2007, at which time the document will be reviewed by the Board for renewal or modifications.</i></p> |   |                         |
| October 25, 2001   | <p>New Policy</p> <p>Trial period till 01/15/03</p>   | FAUW Board of Directors |