



June 14, 2018

Dr. Dru Marshall  
Provost  
A 100

Dear Dr. Marshall:

**Re: Designating Management and Professional Staff (MaPS) as Academic Staff**

As you know, I have been designated as the point person for the Association regarding the issue of designation of MaPS employees as academic staff.

In June 2016, the Faculty Association filed a grievance alleging that the Governors had not “made reasonable efforts to identify those employees who had been doing academic work” and had been “refusing to reasonably engage their responsibility” and were “systematically refusing to recognize any new positions as academic”. The Association felt that there needed to be a full review of staff at the University performing academic work to determine whether they fell within the existing definition of academic staff.

Although we have had a few meetings on the subject of this grievance, over the last two years, no individual was identified as academic staff through these discussions.

In April 2018, the Association raised a broader question, suggesting that all MaPS employees (save those involved in bargaining and other confidential matters) be designated as academic staff as: they are an unrepresented group and have a community of interests with the Faculty Association. Specifically, they are members of the same pension plan and all of these individuals are considered academic staff at the University of Alberta.

In replying to the Association’s request, the Governors appear to have ignored the Association’s April 2018 question about the broad representation of MaPS members and have instead turned to the remedy requested in the June 2016 grievance. While that remedy appears to be a belated response to some of the issues raised in the grievance, it does not respond to the matters raised in the April 2018 letter to the Governors in any way. Perhaps I am mistaken, but it appears, instead, that the Governors response is summarily rejecting the Association’s proposal to represent all MaPS members.

On the basis of this refusal to engage the broader issues raised by the Association, it is currently the Association’s inclination to take the matters raised in the April 2018 letter to the Labour Relations Board to address the question of whether the MaPS group, as a whole, should be represented by the Association (as they are at the UofA). Before we do this, I wanted to give you an additional opportunity

to respond to the issues raised in the April 2018 letter rather than those in the grievance as you appear to be doing. Please let me know by the end of June 2018 if you will be replying to those broader issues.

As I believe the proposed review process is unrelated to the issues raised in the April 2018 request to the Board of Governors, I will not be addressing our concerns in this letter. However, I am simultaneously sending you a response about that process in a separate letter as I believe it does relate to the issues raised in our June 2016 grievance.

As noted above, please let me know by the end of June 2018 if you will be responding to the broader concerns as outlined in this letter, as the Association needs to make some determinations on next steps in the near future. We will not proceed with anything until that time.

Please be advised that I am happy to have further discussions on this matter but I am facing pressure to ensure this is dealt with in a timely fashion.

Sincerely,

[Original signed]

Sheila Miller  
Executive Director

cc: Linda Dalgetty, Vice President (Finance and Services)