

KNOWING & USING

YOUR COLLECTIVE AGREEMENT

Section 19.B.1.8

This little section of the Collective Agreement, along with its identical siblings (34.10.7 for Instructors, 17.A.8.8 for Academic Librarians) is maybe one of the most important but overlooked parts of the CA. If your Dean, Director, or another administrator asks you for a meeting, this section of the CA guarantees you the **right to ask what the meeting is about**, to have it scheduled at a reasonable time, and to **bring a representative from Association** to the meeting if it will involve an investigation or any sort of discipline.

“Investigation” and “discipline” may sound formal, but this includes things as simple as your Dean asking about allegations – however minor – being made by a student or another member of staff.

You may worry that bringing an UMFA rep to a meeting will make it more contentious, but **often times bringing someone along can help prevent things from escalating**: because UMFA reps are well versed in the collective agreement, they can offer you advice on how to approach certain issues, as well as remind administrators of their obligations under the CA.

Sometimes when administrators want to talk ‘informally’ to resolve what they see as issues, they’re actually violating your rights under the Collective Agreement. It’s important to always ask what a meeting’s about, and **then contact the UMFA offices for advice**. It’s your choice as to whether or not an UMFA rep comes with you to meetings like these – **contacting UMFA doesn’t put you under any obligation**.

Looking for a copy of the Collective Agreement? [Click here.](#)

Want to know more about your CA? [Click here.](#)

And here’s the language in the CA:

19.B.1.8/34.10.7/17.A.8.8:

Where a meeting is scheduled by the University for the purpose of imposing discipline or conducting an investigation into inappropriate behaviour, the Member shall be provided reasonable notice of the meeting; advised of the nature of the meeting; and advised of the right to request that a representative of the Association attend the scheduled meeting. Where a Member intends to have an Association representative present, the Member shall so advise the person arranging the meeting.

Questions or Comments? Email FAUM@UMFA.CA or call the office at **204-474-8272**.