



April 12, 2018

Jill Wyatt  
Chair, University of Calgary Board of Governors  
A 165

Dear Ms. Wyatt:

**Re: Designation of Management and Professional Staff as Academic Staff**

I am writing on behalf of the Faculty Association to request that the Board of Governors designate all Management and Professional Staff (MaPS) at the University as members of the academic staff, except those few who might be excluded from any union (e.g. due to a role bargaining with the Faculty Association). Note that managers are permitted to be in an academic staff bargaining unit under the new changes to the *Labour Relations Code*.

The reasons we are asking for this action:

1. We have been raising this issue with representatives of the Board of Governors in various forms for over a decade and have had little movement. Because of this we do not believe that more discussion with the Administration will advance this issue. Given the changes to the *Post-Secondary Learning Act* and the *Labour Relations Code* it is now time to raise this with you in a formal way.
2. The MaPS employees at the U of C are one of the largest groups of non-represented employees in any provincially funded organization in the province, numbering over 1,000 people. We believe that all employees have the right to be represented by a bargaining agent and have been disturbed that the U of C Board of Governors actions and inactions for many years have denied this group access to collective bargaining.
3. The MaPS employees collectively are most closely linked with the Faculty Association in that they are members of the Universities Academic Pension Plan (UAPP). We believe this creates a community of interest. Note that if the MaPS group is represented by any other bargaining agent, they would be required to leave the UAPP under the current rules of the Plan.
4. The equivalent positions to those of MaPS are represented by the Association of Academic Staff (the Faculty Association) at the University of Alberta.

Note that we recognize the designation of these employees as members of the academic staff will necessitate bargaining of new provisions in the Faculty Association Collective Agreement, as provisions such as tenure, research and scholarship leaves, or other provisions may not be appropriate for this

group of employees in the same way as existing academic staff. We are prepared to engage in such negotiations with you.

Note that this is significantly different than the grievance on designation which is currently before the Provost. In that grievance the question is whether certain groups of employees fit in the current understanding of academic staff. Through this letter we are asking to change the designation of all MaPS members, which is a separate matter.

Should we not hear back from the Board of Governors by the end of May 2018, please be advised that we will be proceeding with this matter to the Alberta Labour Relations Board. It is now time for action.

It is my hope that we can resolve this issue in a mutually agreeable manner. We would be happy to meet with you to discuss this issue further.

Sincerely,

A handwritten signature in blue ink, appearing to read "S. Hoenle".

Dr. Sandra Hoenle  
President

cc: Elizabeth Cannon, President, University of Calgary  
Dru Marshall, Provost, University of Calgary  
Warren Hartwell, Chair, Management and Professional Staff Executive Committee