



## UNION OF GRADUATE STUDENT WORKERS

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Public Service Alliance of Canada  
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## **Working Group for No Harassment, No Discrimination, & Whistleblower Protection Report – Co-Chair Anthea Plummer**

**SPRING April 10, 2019**

Union: Anthea Plummer (Co-chair; Treasurer), Lauren Rowsey (Chief Steward), Saleem Khan (Committee Member)

### **Co-Chair Report**

This is a challenging working group for our committee members. The employer has presented us with a differing impression of the purpose and parameters by which the committee should operate and move forward. Much of our time over the last 6 months, has been spent in outreach with the employer's side. Committee members have worked together to establish a draft Terms of Reference to present to the employer for further development and collaboration, which will hopefully move us forward in the coming months. Committee members have also begun formulating a survey for members, which will be launched through a free service with PSAC, as a toll for data collection. This data will help us show the employer a tangible record of member experiences with the current version of the Collective Agreement, without added protective language which the MOU was intended to support. We want to know what members have experienced regarding workplace bullying/harassment, discrimination, and workplace accommodation, so that we can show the employer what the Collective Agreement is not covering in its current form.

### ***Our Committee Mandate***

*The Parties agree to form a joint working group to review Article 9 – No Discrimination, No Harassment and Whistleblowing Protection and make any recommendations for changes to it.*

*The Joint Working Group shall consist of two (2) co-chairs, one (1) appointed by each of the Parties and four (4) additional members, two (2) appointed by each of the Parties.*

*This Joint Working Group shall determine its own process and shall have the authority to invite input from external specialists, such as but not limited to, the UNB Human Rights Officer and the PSAC Human Rights Officer.*

*The Joint Working Group shall not have the power to implement changes to existing provisions of the Collective Agreement. This may only be done through a written agreement of the Parties. Once ratified by the Parties, these changes shall be deemed to be part of the Collective Agreement. The Joint Working Group shall complete its review and make recommendations as quickly as possible.*