

**York University Faculty Association  
Memorandum**

To: Barry Miller, Director, Faculty Relations, York University  
Marcel Mérette, Dean of Faculty of Social Sciences, University of  
Ottawa  
John Osbourne, Dean of Arts and Social Sciences, Carleton  
University

From: Bernie Lightman, Chief Steward, YUFA *Bernie Lightman*

Re: Grievance – Agnès Whitfield

Date: March 22, 2010

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Professor Agnès Whitfield grieves with the formal support of the York University Faculty Association that the Employer Universities have jointly violated the disciplinary and other relevant provisions of the Collective Agreement by acting in bad faith and in an unreasonable and arbitrary manner by refusing to renew her appointment as the Joint Chair in Women's Studies at the University of Ottawa and Carleton University. Professor Whitfield claims this was a form of disguised discipline.

Professor Whitfield commenced her appointment as the Joint Chair on July 1, 2009, for a 12 month term. The term was subject to the possibility of renewal. On March 2, 2010, Professor Whitfield was informed that the appointment would not be renewed. Professor Whitfield alleges that the reasons for the decision to deny the renewal are not those formally communicated to her. Professor Whitfield submits that the decision was made for disciplinary reasons, but the Employer Universities have disguised their true reasons in order to deny Professor Whitfield a fair opportunity to respond to certain allegations and to circumvent the disciplinary grievance procedure.

The following remedies are requested:

1. renewal of Professor Whitfield's appointment as Joint Chair;
2. a declaration that the Collective Agreement has been violated;
3. full compensation for Professor Whitfield; and
4. any other remedies required to make Professor Whitfield whole.

cc. Paul Champ, Champ and Associates  
Stephen Green, Assistant Director of Human Resources, Carleton University