The University has proposed to exclude all instructors, employed as of March 11, 2019, in the Faculty of Nursing from the calculation of the Instructor ratio identified in Article 5.7. This measure avoids taking the outstanding grievance to arbitration.

An issue arose several years ago involving instructors in the Nursing faculty. The program was having difficulty recruiting in the faculty ranks because there are so few nurses across the country with PhD qualifications. Consequently, the creation of the Faculty of Nursing, years after the Instructor ratio was negotiated into the collective agreement, eventually caused the University to exceed the limit on Instructors. The 13 per cent limit did not contemplate the creation of a Faculty of Nursing at the University, or the need for Nursing Instructors to mentor Nursing students.