

NEGOTIATIONS FOR THE 17TH RENEWAL OF THE COLLECTIVE AGREEMENT
2 June 2009 – 19 August 2009

REPORT OF THE CHIEF NEGOTIATOR TO THE UNION MEMBERSHIP

17 September 2009

This recommended settlement is the culmination of a long and often intense process of consultation and negotiation. In January of 2008, the Contract Review Committee began this process of preparing for this round of bargaining with the design, administration and analysis of the membership survey. In addition, it held several open meetings with members, assembled and prioritized the advice and recommendations of the Grievance Committee, the Equity Committee, the YUFA caucus of the Joint Committee on the Administration of the Agreement, and Stewards' Council. Members had a final opportunity to provide input at the June 2009 YUFA Membership Meeting in which members ratified the Primary Negotiating Positions. This comprehensive preparation offered maximum opportunity for member input. Such broad consultation and participation grounded our proposals well and informed the priorities needed to engage effective bargaining. The Bargaining Team thus entered negotiations well-informed with a clear mandate of what it could negotiate.

The Bargaining Team gratefully acknowledges the work done by so many of our members in preparation for bargaining and thanks the members of the YUFA Executive particularly for their support and direction throughout negotiations. No process as intricate, as involved, and as complex as bargaining could proceed as smoothly, and as effectively as this one did without the advice and assistance of the YUFA staff. Jill Flohil's understanding of the background of key issues together with her exceptional organizational skills made her support invaluable to the Team and to the process of reaching a settlement. Brenda Hart's keen sense of bargaining strategy helped the Team negotiate that much more effectively. Information and advice from both Monica Mulvihill and Heidi Bishop clarified for us critical issues at critical moments and Paula Perez-Smith's back office support is gratefully acknowledged.

This tentative settlement delivers solid Collective Agreement advancements on the five broad priorities identified by members: **compensation, workload, equity, retiree benefits, and benefits**. Some of the highlights follow below.

Selected Highlights

Compensation

- Salary increases: 3.0% retroactive to 1 May 2009,
 3.0% 1 May 2010,
 2.5% 1 May 2011 (see workload, below).
- Progress-through-the-Ranks: 2 PTR increments on promotion to Full Professor / Senior Lecturer / Senior Librarian.
- Administrative stipends (App. P) and overload rates increased by 3%-4%.

Article 19 Leaves and Fellowships

- Total 100% income (from Employment Insurance and Employer supplement) for first FOUR weeks of a member on Primary Care Giver Leave.
- Conference Travel Support increases to \$280,000 (from \$180,000) per year.
- Leave Fellowship Fund increases to \$250,000 per year (from \$200,000).
- Research Development Fellowships increase to 7 Fellowships (from 5).

Workload: Faculty

A process to establish a Workload Reduction Framework within which YUFA and the Employer jointly create the means to reduce teaching loads to 2.0 FCEs in finite time (by 1 May 2011). Should the framework fail to receive approval by the parties by January 2011, salaries increase by a further \$1.5 million on 1 May 2011.

Workload: Librarians

- Increased Librarians research days to 22 (from 20).
- New releases (6 half course equivalents) to support librarian research projects.

Equity Issues

- Units with 40% or more women to seek to proactively increase their representation of members from the other three Affirmative Action priority groups using the Canadian workforce diversity as a guideline (2006 Census: visible racial minorities 15.3%, aboriginal 3.1%, persons with disabilities 4.9%).
- Service to external communities, such as aboriginal community service, explicitly recognized as service to the University.

Retiree Benefits

- Post-retirement teaching and librarian opportunities increased to 8 full course equivalents.
- Employer annual contribution to YUFA retirees' benefits increased by \$100,000 (to \$800,000) in 2011.
- Increase Out-of-Country Medical Expense lifetime coverage to \$20,000 (from \$10,000) per person.

Benefits

- Vision care coverage for active employees increased from \$450 to \$550 every 2 years.
- Immunization for Out-of-Country travel to a yearly maximum of \$200 per covered member.

Let me close with a few words about the bargaining process itself. Both parties engaged the process constructively and considered the concerns of the other side thoughtfully. By bringing to the negotiating table well-informed proposals, YUFA was able to derive clear benefits from this negotiation opportunity. In addition, a single voice achieved through wide consultation, constructive debate on all issues with equal participation of all members of the Team, clear direction from the YUFA Executive, direct and open

lines of communication between the Team and the Executive, combined to create a great Team negotiating a solid agreement in reasonable time.

For this reason, and on behalf of a dedicated Bargaining Team, I urge you to vote 'yes' to this tentative agreement.

Brenda Spotton Visano,
Chief Negotiator on behalf of the Bargaining Team:

Arthur Hilliker (ex-officio)
John Amanatides
Andrea Davis
Mary Kandiuk
Richard Leblanc

Heidi Bishop
Jill Flohil
Brenda Hart
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