

**President's Work Plan for 2015-16**  
**Richard Wellen**

For 2015-16 I will continue to fulfill my responsibility to coordinate the work of our Association. This involves working closely with Executive Officers and staff to make sure YUFA's operations are conducted smoothly and in a way that is responsive and accountable to members. One important dimension of this is to assist the Treasurer in managing the finances of YUFA. In addition, I will continue to play a role in communicating with members and representing the association in its dealings with our employer. Over the last year I have played a significant role in deliberations at Senate regarding the university's academic planning and have helped to develop critical responses to the administration's presentations regarding the university's financial situation. I anticipate that this work – and especially our calls for greater financial transparency - will continue throughout 2015-16. Finally, I will continue to work with our VP External in representing the interests of YUFA within the Ontario Confederation of University Faculty Associations (OCUFA) and the Canadian Association of University Teachers (CAUT).

Over the next year YUFA faces several specific challenges which will also require much of my attention and direct involvement. Several of these are outlined below:

**1. Collective Bargaining:** In YUFA the President plays a key role in negotiations, not only as a member of Executive but also as an *ex officio* member of the bargaining team. The current round has extended nearly six months beyond the expiry of our collective agreement and several very important issues remain unresolved. I will continue to work with the bargaining team and chief negotiator to find meaningful and creative solutions to these issues, and to produce regular reports to our membership, and to seek their input.

**2, Membership Consultation, Reports and Communications.** I will work alongside of other members of our bargaining team and Executive to conduct visits to departments. I will also continue to work with the Communications Officer as we further develop YUFA's online newsletter which was inaugurated in 2014.

**3. Pension issues.** I will continue in my new role as Chair of the York University Pension Group (YUPG). We will continue to challenge the employer's unilateral changes to the portability entitlements of the York Pension Plan. The pension landscape at the provincial level in the university sector remains somewhat volatile. In particular we will continue to monitor the initiative (by OCUFA and COU) to develop a voluntary Joint Sponsored Pension Plan for the university sector in Ontario, We will be publishing updates to members later in the fall regarding this initiative, and the possible advantages and disadvantages such a model might involve for YUFA and similar faculty associations.

**4. New Campus.** Our members expect YUFA to closely monitor the development of plans for the Markham campus and to protect the role of collegial decision making and other faculty interest in this planning process. I will continue YUFA's efforts to advocate for transparency and

academic integrity as the administrative and academic governance structure on the new campus is developed.

## **Workplan: Vice President Internal 2015-16**

As per the YUFA By-laws, the Vice president Internal:

- assists the President in ensuring YUFA's internal operations are running smoothly and in accordance with the Constitution and By-laws
- recruits members to contribute to the Association
- chairs YUFA's staff relations committee
- is a member of Executive and Stewards' Council, and
- develops and carries out priorities and projects as part of the Work Plan.

In 2015-16, I intend to focus on the following:

With the assistance of the staff, I shall be meeting with all new members in small groups to help them feel welcome to York, encourage them to participate in YUFA activities and to advise them of the support YUFA can offer them in their first years here. In addition, I shall be developing a strategy for encouraging the participation of mid-career members who have not previously been involved with YUFA.

I shall work to recruit members for the various standing and *ad hoc* committees through which YUFA's work on behalf of its membership is carried out.

In conjunction with the President I shall participate in a series of visits to individual units to heighten awareness of YUFA's activities and role in supporting the academic life of the university.

Along with other members of Executive, I shall work towards creation of a clear set of bargaining priorities and support the bargaining team in all ways.

I anticipate that the new newsletter and website will assist me in developing active and ongoing communication with members.

## **Vice-President External Work Plan 2015-16**

Craig Heron

The responsibilities of the VP External span a great diversity of issues and relationships. I attend meetings of YUFA Executive, Stewards' Council, Labour-Management Committee, Community Projects Committee, and General Membership meetings. I also represent YUFA at many meetings of groups and organizations on campus and off, including the Cross Campus Alliance, Community Safety Council, OCUFA, CAUT, NUCAUT, Toronto and York District Labour Council, the Ontario Federation of Labour, and the Canadian Labour Congress. I intend to prioritize the following issues:

### **1. University Strategic Planning**

- Monitoring the process of discussion and implementation of the IIRP and the new campus.
- Working with Senators on these issues.
- Helping to strategize about a YUFA response.

### **2. Collegiality**

- Working to strengthen the institutions and processes of collegial decision-making at York, particularly Senate and Faculty Councils.
- In particular, helping to nurture the Faculty Caucus in Senate.

### **3. Solidarity**

- Helping to strengthen the Cross Campus Alliance of unions and student groups.
- Developing closer links with the broader labour movement.

### **4. Campus Safety and Security**

- Developing a thorough critique of the university's record on safety and security, especially its implementation of the METRAC recommendations.
- Providing leadership to the new working group on faculty safety issues within the Community Safety Council.
- Working with campus unions and groups to develop a broad-based community response.
- Working with off-campus community groups on these issues.

## **5. Faculty Club**

- Working with the YUFA working group on a new faculty club to help bring it into fruition.

## **6. Community Project Support**

- Continuing to work with community organizations to support community-building projects.

## **7. Defending Science**

- Continuing to participate in the organizational and educational work of Our Right to Know (formerly Scientists for the Right to Know) and the Right to Know Network to promote better federal policies towards science, public knowledge, and evidence-based decision-making.

## **8. Helping to Build a Knowledge Base in our Association**

- Helping to keep our stewards and executive members aware of new reports, articles, and other pertinent documents on current issues in post-secondary education, as well as new developments at other institutions.

## **Communication Officer**

### **Work Plan, June 1, 2015 – May 30, 2016**

As Communications Officer, I will lead the development of an internal and external communications strategy designed to empower our bargaining team and membership, to connect our issues to larger questions of the university's social role, and reframe the debate that positions us as "the problem".

#### **Internal Communications**

- Lead an active **Communications Committee** that will engage a diverse range of YUFA members from different locations within the university, who can contribute their skills and insights to the design of our message and strategy.
- Develop a series of **Bargaining Backgrounders** for members, linked to each of YUFA's five priority issue areas, with high quality, accessible, visually appealing information that contextualizes our bargaining proposals and supports YUFA members in their conversations with others.
- In collaboration with YUFA's members in the Joint Financial Information Subcommittee, support the development of a **York Alternative Budget**, in which YUFA takes the lead in documenting administrative bloat, re-envisioning university priorities, and demonstrating how our resources can and should be spent to improve working and learning conditions on campus.
- Publish a **monthly e-newsletter** that provides the YUFA membership with regular information about workplace issues, collective bargaining, developments in the higher education sector, labour movement politics and initiatives, and social justice activities engaged in by our members and those in the wider community. This newsletter will seek to feature contributions from various executive members, committee members and members at large.
- Complete the transition of documents and resources from the old YUFA website to the new one, including ensuring compliance with AODA requirements.

#### **External Communications**

- In concert with the Executive and the Bargaining team, develop a plan to communicate with the wider university community (students, staff, other unions) about YUFA's bargaining priorities and their concrete contribution to improving learning and working conditions at York.
- Work with various faculty members to write and publish at least four **editorials** on university issues that reframe the debate and lay the groundwork for our bargaining demands.
- Develop YUFA's **social media presence** via Facebook and Twitter, particularly as a vehicle to disseminate our perspective on bargaining and on the kind of university we want and need.
- Work with YUFA's External VP and representatives to labour council to inform and develop support from the **wider labour movement** in anticipation of the need to mobilize allies.

**Equity Officer's Work-plan 2015-16**  
**Submitted by YUFA Equity Officer Frances Latchford**

Currently, there is one elected Equity Officer (EO). At least four calls for nominations for the second EO position have gone out in both the YUFA e-newsletter and YUFA-M. These calls will continue to go out and in conjunction with YUFA Executive the EO will continue to participate in member outreach that encourages new nominations.

In the 2015-2016 the EO will pursue the on-going work of strengthening equity-related YUFA committees and equity related joint YUFA-Employer committees to enhance organizational democracy, transparency and accountability to reinforce and enhance equity at York and within YUFA. The EO will continue to support and consult on equity-related concerns in bargaining, which is now well underway. Although formally her work as a bargaining team member, the current EO will continue to work actively at the bargaining table to see YUFA's equity related proposals realized in what will ultimately be the new YUFA collective agreement.

**Regular Work and Meetings**

The EO will attend the regular meetings of YUFA's Executive Committee, Stewards' Council and General Membership meetings and any special YUFA meetings to conduct a watching brief with regard to on-going and emerging issues related to equity and the Collective Agreement, as well as those that are already in play. The EO will respond to issues and concerns surrounding equity as they may arise in relation to the Collective Agreement, in the context of day-to-day YUFA business, committee work, and consultation within YUFA (e.g., Chief Stewards and YUFA Staff) and externally with CAUT and OCUFA.

**Equity Subcommittee (ESC)**

The EO will work in cooperation with ESC members and Equity Caucus Representatives to support, engage, raise awareness and enlist YUFA members in the interests and service of equity at York. The EO and ESC will work together to do so during 2015-2016 in the following ways:

- 1) The ESC has 4 regular meetings a year. Here, the EO and ESC members will develop equity initiatives and identify YUFA members' equity related concerns which will be acted upon by the EO, for instance, via and/or in conjunction with the appropriate committees on which she sits (e.g., ESC, Executive, the JCOAA, Stewards, etc). Depending on the business to be addressed by the committee during 2015/16, special ESC meetings may be scheduled.
- 2) The EO's involvement with the Equity Caucuses will be appropriate to that desired by each Caucus; where Caucuses have no, or next to no, current members, the EO will actively work to engage and draw new caucus members.
- 3) The ESC is making plans for a number of events, some of which will be hosted by the ESC and others by the Caucuses and co-sponsored by the ESC. Last year the ESC organized a fall term "all equity caucus social" to encourage participation and new membership within the caucuses and networking across them, an event the ESC will discuss mounting again this year given its success. Although details are yet to be confirmed, the ESC will host or co-host with the Disability Caucus a CAUT workshop on accommodation. The ESC also plans to host with the Disability Caucus a workshop to explore issues surrounding psychological health and safety in the work place. The Race

Equity Caucus also intends to host a meeting co-sponsored by ESC, although the focus is yet to be determined. Other equity events may also be scheduled

### **Communicating Equity**

The EO will continue to engage in outreach to the membership either through the sorts of events described above or through periodic reporting on equity news, issues and events via the YUFA newsletter and/or the YUFA Equity Bulletin listserv.

### **Bargaining**

With collective bargaining underway, the EO will monitor and consult on all aspects of equity bargaining; as a current member of the bargaining team the EO is in a particularly good position to do so this round.

### **Equity within Joint Committees**

Frances Latchford will continue to sit as the EO appointed to JCOAA in order to monitor on-going issues related to equity, such as the AAPR/IIRP or New Campus, and to raise equity concerns with the Employer on the part of YUFA.

Finally, to advance and promote equity at York, the EO will liaise, as necessary with: the Caucuses, various equity-seeking constituencies, groups and/or organizations, and/or members with expertise in equity-related fields on campus as well as with organizations off-campus, such as CAUT and OCUFA.

## **Chief Stewards – Sheila Embleton & Penni Stewart**

As the two Chief Stewards for YUFA, we work closely with all the YUFA staff, especially with Kristin Skinner on grievances. The work of the two Chief Stewards in the coming year will include:

1. Providing informal and formal advice to YUFA members in all contractually-related matters and representing members in meetings with the Employer.
2. Representing members in all stages of the grievance and arbitration process.
3. Assisting members in navigating matters related to accommodations and leaves.
4. Alerting the YUFA Executive to potential policy grievances and carrying any such grievances forward.
5. Participating in the work of the YUFA Executive, the Joint Committee on the Administration of the Agreement (JCOAA) and the subcommittees of JCOAA where appropriate. Both Chief Stewards attend Executive and this year, Sheila Embleton will attend JCOAA meetings (when they resume again after bargaining).
6. Assisting units with all matters pertaining to the administration of the Collective Agreement from affirmative action to workload assignment.
7. Communicating regularly with stewards and YUFA members on matters relevant to the Collective Agreement or grievance work more generally.
8. Working on communication strategies and assisting where appropriate with the new enhanced website.
9. Assisting with bargaining support and mobilization of members.
10. Working with Stewards on issues of interest to stewards and to provide stewards' education and training.
11. Participating in the OCUFA Grievance Committee and in OCUFA and CAUT events involving grievance and collective agreements.

**Maura Matesic**  
**YUFA Treasurer**  
**Work plan for the 2015-2016 year**

For the second year of my term as the Treasurer of YUFA, I will continue to play a leading role in administering the finances of our union as I participate in the ongoing work of the Executive Committee and Stewards' Council. Working with the President, the Executive, and members of the YUFA staff, I will prepare YUFA's annual budget as well as regular financial reports. I will review the annual audit of our Association's financial position, and regularly consult with YUFA's auditors and financial advisor to assess and maintain our financial position in good standing. I will also strive to be fully accountable and transparent as I report on YUFA's financial matters to the wider membership.

For the 2014-2015 year, I along with other YUFA executive members explored the possibility of retaining a new financial advisor with expertise working with non-profit organizations. In response to executive and member feedback, the focus of this exercise has altered slightly for the 2015-2016 year to concentrate on avenues of socially responsible investing for YUFA funds. I have invited members of the YUFA Trust and YUFA Foundation to join the review process and expect to complete a report for the executive by early 2016. A corresponding initiative stemming from this work will include the development of an investment policy statement for YUFA.

I will also focus on the recommendations resulting from YUFA's audit for the year end April 30, 2015. This includes a review of financial procedures, and staff professional development opportunities. In response to the auditor's recommendation, I will work with YUFA staff to develop an ongoing monthly budget reporting structure. This will further financial transparency and allow up-to-date financial information to inform executive decisions.

I have also volunteered to assist in reaching out to new YUFA members and will begin a program of initial contacts and meetings in the Fall of 2015.