

JOINT COMMITTEE ON THE  
ADMINISTRATION OF THE AGREEMENT  
(JCOAA)

MINUTES OF MEETING HELD

April 5, 2013 2013.

390 York Lanes

Association: John Amanatides, Brenda Spotton Visano (Co-Chair), Sheila Embleton, Leslie Sanders, Ida Ferrara, Heidi Bishop

Employer: Barry Miller (Co-Chair), Alice Pitt, Don Hastie, Harvey Skinner, Hyacinth James

Chair: Barry Miller

Recording Secretary: Hyacinth James

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**Minutes**

The Minutes of March 1<sup>st</sup> were approved.

**JCOAA**

**Update on the Employee Engagement Survey**

B. Miller reported that results of the Employee Engagement Survey may be available at the end of April/May for review and discussion with the Association.

**Alternate Stream Faculty**

B. Spotton Visano requested clarification of the Employer's intent with respect to Alternate Stream. At the JCOAA meeting 1 March YUFA was informed the Employer would bring forward, without prejudice, written notice of intent to change practice and subsequently indicated they will not be proceeding with written notice. B. Miller confirmed that no action will be taken in respect of the normal teaching load of alternate stream faculty in units which have not previously had alternate stream faculty prior to the provision of formal written notice pursuant to Article 17 of the collective agreement.

YUFA advised the Employer that as a result of the clarification, it will hold its policy grievance in abeyance and reserves all rights in this matter.

**York Research Chair (YRC) Program**

B. Spotton Visano reported the results of a poll undertaken by the Association to obtain feedback from its members in regard to the YRC Program. Members were asked to respond to two questions; the first was whether members believe that the YRC represents an effective use of University resources; and the second was whether members support the currently proposed

distribution of YRCs if the Program were to go ahead. According to B. Spotton Visano, the results were as follows: (a) in regard to the first question, 30% of respondents responded in the affirmative—that they believe that the YRC Program is an effective use of University resources—and 70% responded in the negative, with many expressing support for additional teaching load reductions as provided in Article 18.15 as an alternative use of University resources in support of research; in regard to the second question, 16% of respondents expressed support for the currently proposed allocation of YRCs and 84% expressed support for an alternative allocation, with most expressing preference for an open competition. It was reported that 16% of eligible respondents, proportionately distributed across Faculties, participated in the poll.

YUFA confirmed that its concerns are as stated in the March JCOAA minutes and reiterated its surprise that the University would use resources to support the Program at a time when resources are limited.

YUFA reserved its rights to grieve the program if and when it is implemented.

B. Miller responded that the employer has considered YUFA's concerns carefully and wishes to be responsive to the issues raised. With this in mind, he stated, the Employer is prepared to have the YRC program work under an extension of the CRC protocol, including the University-wide selection committee and decision-making process. B Miller indicated that the intent behind the proposed distribution of YRCs was to try to ensure a proportionate distribution across the University but that he would report back on the discussion and results of the poll.

B. Spotton Visano indicated YUFA would not agree to draw on the CRC structure.

B. Miller stated if the YRC Program goes ahead the Employer would ensure the integrity of the Collective Agreement and find responsive ways to address concerns.

B. Miller sought YUFA's thoughts on the Employer's proposal to apply the CRC protocol to the YRC Program and the Association indicated its intention to get back to the Employer on this request.

### **Teaching Load Documents**

The Association formally noted its request that teaching load documents which have been approved by the Principal of Glendon and the Dean of Fine Arts as a result of the Article 18.08.2 exercise be forwarded to JCOAA.

B. Miller confirmed he had written to both Deans requesting approved documents be provided.

### **Appendix P**

The Association noted it has learned from its members the number of releases lost appear greater than the parties expected and that a number of categories i.e. Associate Chair, Associate Graduate Program Director are not currently placed. In addition elimination of the 'minimum' has not addressed inequity in any way. The Association acknowledged the Employer's request to place one position but sees a larger issue to be considered. In response to information provided by members the Association requested an inventory of "Appendix P" positions across the University to be reviewed with additional information collected from members, prior to placement of a single position and indicated a coordinated, comprehensive approach will yield better results.

B. Miller indicated there was no disagreement of broadly discussing inventory of positions never categorized but noted expected process for particular placement alluding to the ability of a unit to have a required position be taken to this body to reach agreement to avoid no category placement.

B. Spotton Visano confirmed the Association endeavors to be as timely as possible and looks forward to discussion about where the position is placed.

B. Miller indicated he will be bringing a proposal for additional category placement to the next co-chairs meeting.

### **Specific Research Grants**

B. Spotton Visano indicated that the Association identified the proposal as a change in practice and raised a number of issues at the March co-chairs meeting around processes and understood the Employer would respond to among other things the appeals process. Concern was expressed the announcement circulated to members appears to portray the discussion of transfer of responsibility from the Faculties to ORS. B. Miller expressed his understanding that there would be a discussion of the Program at the meeting but agreed to provide the Association with proposed revisions to the program, along with an articulation of the proposed appeal process, as a basis for discussion. B. Miller agreed to forward a revised proposal that will include revised committee structure and appeals mechanism.

## **LRP**

### **Faculty of Health Revision of Colleges**

YUFA provided their comments on the proposal and indicated that they do not agree with the notion of pilots as it disadvantages unions, more so in this case because of the proposed imminent start date of July 1. YUFA noted that at the December meeting of JCOAA, the Employer indicated that H. Skinner would be invited to the March meeting of JCOAA and that at the March Co-chairs meeting, it was noted that the proposal was not expected at the April meeting. YUFA referred to article 7.05 (d) of the collective agreement and stated that the Association was required to discuss the proposal and consult with its members before implementation of the proposal. The Association also expressed the view that there seemed to be restructuring elements in the proposal and that the Employer appeared to be attempting to circumvent the consultative process described in the collective agreement. A specific concern which the Association raised is the scope of the proposal and that it appears to shift academic work to non-academic employees.

YUFA distributed a document setting out a consultative process for discussion of initiatives involving restructuring.

B. Miller expressed appreciation for the document and indicated that the employer would review it.

He added that there was no intent to circumvent the collective agreement. He indicated that Harvey Skinner's proposal was in the form of a variety of options towards the integration of the Colleges in the Faculty of Health and explained that the reason for the pilot was to enable the Employer to obtain feedback on the project before moving to full implementation.

Harvey Skinner advised the Association that he has consulted with students, Council, fellows and faculty members; a Student Success Council was formed in January; that the goal has

always been to increase faculty participation in the colleges; to preserve the history and traditions of the colleges; and that there is strong support from the students and Council.

YUFA responded that in applying the process they submitted, it appeared that the Employer was at the point of reporting back on consultations and indicated that it did not see how the consultation and discussion process could be completed in time for a July 1 implementation date.

The Employer gave its commitment that it will not move forward with implementation until further discussions are held with the Association.

### **Other Business**

YUFA advised the Employer that a job description for the Chair's role had been distributed in one of the Faculties and expressed concern that this job description was being distributed and requested the document be retracted and if this document is to be circulated it must be tabled at JCOAA for discussion prior to distribution

B. Miller agreed that it appears that job description in question should be brought to JCOAA for discussion before implementation and agreed to follow up.

### **Update on Activity Based Budget (ABB)**

Alice Pitt advised the Committee that the ABB working group has received recommendations from all the ABB sub committees, that discussions were in progress with the executive sponsors and that the stage 2 report was being prepared. A. Pitt also reported that the Finance Office was working on a shadow budget as part of the stage 2 report and this should be completed by mid May.

Meeting was adjourned