

Report to Stewards: Joint Committee on the Administration of the Agreement (JCOAA) and the Long-Range Planning Committee (LRP)

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The Joint Committee on the Administration of the Agreement (JCOAA) and the Long-Range Planning Committee (LRP) are described in Article 7 of the contract. Their purpose is to give effect to provisions of the collective agreement and to consult on other issues that may arise from time to time between the parties. The committees are composed of members from the two sides, i.e. employer representatives such as a representative from Faculty Relations (normally co-chair for the employer side), the Vice Provost and/or Deans as well as YUFA representatives as determined by the YUFA constitution and by-laws, including the JCOAA/LRP co-chair (normally co-chair for the YUFA side).

JCOAA/LRP met with the employer on April 9 and 16. Additional meetings were held by JCOAA or other subgroups on the teaching stream tenure and promotion criteria (T & P).

JCOAA

1. The teaching stream tenure and promotion side table has been established and held initial meetings with the employer on March 21 and May 1. In accordance with a recommendation from the Senate T and P committee and after consultation with teaching stream (formerly alternate stream) faculty, YUFA has proposed adding an additional pathway to T & P for teaching stream colleagues. The current standard is excellence in teaching and competence in service. The additional pathway would establish a standard of high competence in both teaching and service.
2. The Appendix S side table on Appendix P has been established with representatives from both sides.
3. Joint Subcommittee on Employment Equity and Inclusivity: YUFA has furnished three members for this subcommittee, which must report within twelve months on recommendations on how the University can most effectively increase the representation of Black faculty. This subcommittee met for the first time on May 1.
4. Disability Task Force. YUFA and employer representatives for the Disability Task Force have been selected.
5. Equal pay exercise. On March 25, the employer and YUFA met for an initial discussion of the equal pay exercise. The parties agreed to draft a mutually agreeable communication to members. The employer provided results of its initial analysis and suggestions for how engineering members will be grouped for the exercise.
6. CUPE 3903 Strike Remediation. The employer has disputed claims from members who have submitted for Appendix P compensation and a few of these claims have been sent to complaints and grievances.
7. Workplace Harassment Prevention Program. YUFA has suggested that Deans and Associate Deans receive specific training. YUFA has raised the issue of online harassment of faculty members and the employer has promised to draft a document outlining steps faculty can take in this circumstance based on existing policy.
8. Renovations and Office Relocations Side Table. JCOAA continues to provide feedback to the employer on this item and to push for recognition of the right of member access to a functioning office, phone, and IT. YUFA has suggested that the employer establish hoteling facilities for members who may be displaced by renovations.

9. York Research Chairs. JCOAA proposed a Memorandum of Agreement on the application of AA principles to these appointments. This was rejected by the employer. YUFA has made follow-up suggestions based on recommendations from the equity subcommittee and is examining an initial response from the employer.
10. Guidance on Indigenous Hiring. JCOAA and the employer agreed on a communication to guide hiring committees on the dedicated Indigenous hiring program.
11. YUFA membership of full-time faculty on Board of Governors. A JCOAA discussion of this item is required by the new contract. The employer will be sending Maureen Armstrong and Lisa Phillips to JCOAA on May 16 to speak to this issue. JCOAA requested that the Provost attend, and the employer responded positively to this.
12. VP Equity People and Culture. JCOAA has asked about this position and has received no information from the employer other than that the hire is in progress.
13. Research accounting. After a grievance filed by YUFA, the employer has agreed that YUFA members do not have to justify PER expenses in relation to their primary research project but, in keeping with the collective agreement, can also use their PER for expenses related to teaching and service. A new communication to members on research accounting is under review at JCOAA. A new communication was not ready in time for the creation of new cost centres for PER mandated by the new collective agreement. Instead, the employer sent an accountability document reiterating that members conform to Tricouncil procedures in managing PER funds. YUFA did not see this communication before it was issued and has brought the problem to the employer's attention.
14. Communication to members. JCOAA and the employer issued a joint memo to members on the new PER amounts, carryforward limits, and procedures.
15. The new collective agreement has been sent for printing and copies should be available soon. It will also be published online.
16. Joint Health and Safety Committees have been restructured with implications for the current course release allocated to YUFA reps. JCOAA has suggested an option to maintain the current level of release.
17. Faculty banking policies. JCOAA has long requested information on faculty banking policies and the employer has not provided information.
18. ARMS. JCOAA has requested that all YUFA members receive an annual statement of their ARMS account along with information on sabbatical eligibility. The employer has not yet responded.
19. Continuing education. JCOAA has requested information on the recruiting of YUFA members for teaching in continuing education and their rates of pay. JCOAA has raised issues about the boundary between degree and non-degree programs at York.
20. Director Positions and Job Descriptions in the Libraries. The librarian directors (Appendix P positions) brought forth concerns with the job descriptions that the Dean of Libraries has proposed, which diverge significantly from those originally presented to JCOAA.
21. IT Strategic Plan. The employer provided a copy of this plan, authored by the Chief Information Officer. JCOAA suggested that the employer needed to pay more attention to IT basics such as functioning email and wi-fi (AirYorkPlus), addressing Moodle problems, and providing IT support for administrative tasks.
22. Collegial dispute resolution. Following a longstanding suggestion from YUFA, the employer has proposed the establishment of a collegial dispute resolution mechanism to resolve disputes among members. YUFA is awaiting a specific proposal from the employer. JCOAA has stated that any new procedure would not preclude members' rights to grieve.
23. Pension issues: JCOAA has asked that pensionable income and credited service be included on paystubs. This would ensure that any mistakes are caught early. There have been a number of

disputes between members and the employer on pension calculations and there is currently a grievance on this point.

24. Fitness for Work. YUFA has provided extensive feedback to the employer on this program, which is described as a management tool to deal with substance abuse issues on the job and other related matters.
25. Course evaluation comments and T&P. YUFA has objected to the employer's gathering of (identified) student comments for T&P files through online course evaluation. The employer has agreed not to use these comments until agreement can be reached between the parties.
26. GA assignment protocol. YUFA and CUPE 3903 agreed to request that the employer allocate the GA funds (\$80k) mandated to CUPE under their arbitral decision to the general fund for matching GAs rather than creating an application process for YUFA members to request a GA.

LRP Items

Normally, the employer would update us on the topics below.

1. Enrollment. JCOAA continues to seek clarification on strike-related course cancellations.
2. Complement updates. JCOAA continues to question the employer's going forward projection of the balance of teaching and professorial stream faculty. According to the collective agreement, the teaching stream salary mass cannot exceed 15% of the total salary mass of YUFA members. LRP questioned the Provostial Complement discussion paper, especially with regard to its focus on the age profile of YUFA members, reminding the employer that YUFA had pressured for improved retiree benefits and pension indexation during bargaining.
3. Science and Technology Studies. The employer has suspended admission into the undergraduate program and is considering action with regard to the graduate program. LRP should have been consulted about this and was not. This is the second time that the employer has taken these types of actions without consulting JCOAA/LRP. The same occurred with Earth and Space Science Engineering, and the situation was resolved through YUFA's intervention.
4. Glendon restructuring. YUFA has filed a policy grievance against the employer and the item has been removed from LRP.
5. Markham: Lisa Phillips reported to LRP that some Markham programs are still under development and that the employer continues to seek financing for a possible campus.
6. Geography/FES potential merger: LRP has requested information. LRP was not told that the new faculty was going ahead.
7. SHARP
8. SMA 3
9. FGS Restructuring
10. Libraries Restructuring
11. IIRP Implementation Plan
12. School of Nursing Proposal to Relocate to Vaughan
13. Project Benchmark survey on facilities.