

SUMMARY OF KEY GOALS

A. Equity

- Expand scope of Joint Committee on Affirmative Action to monitor inequities in T&P.
- Affirmative Action Measures
 - increase thresholds for racialized groups in AA program.
 - include LGBTQ2S as an AA group.
 - maintain active AA program after thresholds have been met.
 - Continue the Indigenous hires program and provide better supports for those hires.
 - Establish a hiring program for Black faculty.
 - Using only tenure-stream faculty when calculating AA thresholds.
- Accommodation
 - Free, accessible parking for faculty members with disabilities.
 - Strengthen provisions for persons with disabilities based on CAUT model language.
 - Improved access to TA and marker/grader support for faculty members with disabilities.
 - Improve access to classroom assignments and adjusted course scheduling.
- Improving Employment Equity data collection, analysis and sharing
 - Self- ID survey: include T&P anomalies, anonymous submissions, and participation incentives; align with Canadian census groups.
 - Deadlines for data collection, analysis and reporting.
 - Disaggregate data for all Equity-seeking groups.
 - Conduct an audit of classrooms, assess accessibility with respect to acoustics, air quality, lighting and mobility (*full proposal under Art. 18.38 working conditions*).
 - Track retention and promotion through an equity lens.
- Establish task force on Disability Rights, Inclusion and Accommodation.
- Protection from discrimination on the basis of appointment category and employment status.
- Improve accessibility of campus.
- Course release for equity service commitments.
- Conduct equal pay exercise.

B. Compensation and Benefits

- Compensation
 - ATB increase of 3% - Recent salary increases have fallen well below inflation.
 - Increase PER.

- Increase PTR - Increments have been frozen for nine of last ten years. We propose that increment be set at 2.2% of mean YUFA salary which will restore PTR to previous level.
- Increase sabbatical pay to 100%.
- Automatic anomalies adjustments.
- Increase rate of pay for overload teaching.
- Leaves
 - Improve access to sick leave.
 - Increase length of fully paid parental leave.
 - Increase duration of leaves and increase flexibility for those who need a temporary workload reduction in lieu of full leave.
 - Ensure that colleagues are not expected to take on other responsibilities when an individual takes a leave.
 - Align pregnancy and parental leave with federal EI changes.
 - Including community based research in educational leave.
 - Provide partial LTD for members who require reduced workloads on a temporary basis.
- Health Benefits
 - Increasing caps for paramedical services.
 - Include new categories such as social workers and psychotherapists. expanding eligible mental health practitioners.
 - Increase caps for dental, orthodontia and include coverage for dental implants.
 - Raise caps on vision benefits.
- Funds
 - Increase conference travel funds to keep up with costs of inflation.
 - Increase release time teaching fellowship and teaching-learning development fund.
 - Increase the transgender health fund to address need.
 - Increase the sabbatical leave fellowship fund to address demand.
- Letters of offer and teaching load.
- Improving sabbatical credits for new hires who have held full-time academic appointments elsewhere.
- Expand tuition waiver to any Canadian university.
- Increase the number of course releases for YUFA service funded by the Employer and improve sabbatical flexibility for Executive Officers.
- Increase stipends and course release for academic admin positions in Appendix P.
- Allow for a six-month sabbatical after three years.

C. Retirement Proposals

- Increase PER for retirees.
- Increase retirement planning funds available to members.
- Increase rates of pay for post-retirement teaching and include Master's MRPs and Projects as eligible for post-retirement payment.
- Recognition of ARFL.

- Match retiree benefits to current YUFA member benefits. Extend computer renewal program to retirees.
- Pensions: All-University Pension committee currently in negotiations to reverse cuts to pension indexing and money purchase pensions. YUFA reserves right to raise issue in collective bargaining.

D. Complement

- Improve access to tenure-stream jobs for current CLAs.
- **Tenure Stream Faculty Complement**
 - Increase tenure-stream faculty complement such that the student: faculty ratio is 26:1 (will require increase to current projected annual tenure-stream appointments)

E. Working Conditions

- **Teaching Load:**
 - 2.0 FCE maximum for professorial stream and 3.0 maximum for 'Alternate Stream' (to be renamed as per below).
- **Alternate Stream:**
 - Rename ranks to mirror those of the Professorial Stream (e.g., Professor rather than lecturer).
- **Librarians/Archivists:**
 - Increase professional development, research and scholarship days for librarians.
 - Increase fund for part-time librarian coverage.
- **Contractually Limited Appointments:**
 - Establish minimum appointment length of 12 months.
- **CUPE Conversion appointments:**
 - Clarify right to select their stream.
 - Clarify calculation of sabbatical credits.
 - Ensure access to pre-tenure sabbatical for those with enough credits
- **Post-Doctoral Visitors (PDVS):**
 - Expand protections under the CA.

F. General:

- Ensure that all harassment complaints are governed by Appendix Q.
- Ensure that Deans respond to transfer requests from faculty members.
- Ensure that members cannot be required to move to or work on more than one campus.
- Improve language to ensure adequate level of facilities and services.
- Ensure that work from other bargaining units isn't downloaded onto YUFA members.
- Provide legal liability and indemnification protections.
- Protect collegial decisions in the approval of externally sourced and online courses.
- Recognize community-based research, engagement, collaboration and partnerships.

- Submission of teaching load reports to the Association.
- Sunset clause on discipline.

E. Governance and Collegiality

Open Searches for Senior Administrators

- Decanal searches, and searches for President and Provost, should be open to improve the collegiality, quality and accountability of the search process.

Board of Governors

- Propose more representative membership for external and internal members of the Board of Governors.
- Make Board committees more inclusive.

Senate

- Expanding role of Senate in the approval of strategic and academic plans, as well as strategic mandate agreements.

Hiring and Shortlisting

- In order to respect collegial rights and academic freedom and judgment of colleagues, decisions of search committees regarding shortlist or hiring recommendations shall not be overturned by the Dean, except on procedural grounds.

Transparency of University Finances

- Require representative membership on the new University Budget Advisory Committee (UBAC), plus a YUFA observer.
- Provide UBAC information to Joint Financial Information Subcommittee.

No Electronic monitoring

- Require consent for electronic monitoring of our work.

Participation rights:

- Clarify that existing participation rights in article 17.02 shall apply at all levels (unit, Faculty) and not just at university level.