

## YUFA Annual General Meeting Agenda

Date: Tuesday, April 17, 2018

Time: 10:30 am - 2:30 pm

Location: Unifor Local 112 Union Hall, 30 Tangiers Road, Toronto

Food and refreshments will be available

1. Acknowledgement of Traditional Territory (Attachment 1) 10:35

2. Approval of the Agenda 10:40

Executive resolution (moved/seconded): That the agenda be approved.

3. Approval of Meeting Minutes (Attachments 2a, 2b, 2c, 2d and 2e) 10:45

- Executive resolution (moved/seconded): That the minutes of the April 19, 2017 Annual General Meeting be approved.
- Executive resolution (moved/seconded): That the minutes of the October 30, 2017 General Membership Meeting be approved.
- Executive resolution (moved/seconded): That the minutes of the January 24, 2018 General Membership Meeting be approved.
- Executive resolution (moved/seconded): That the minutes of the February 15, 2018 General Membership Meeting be approved.
- Executive resolution (moved/seconded): That the minutes of the March 13, 2018 General Membership Meeting be approved.

4. Budget\* (Attachment 3) 10:50

- Executive presentation: 2017-2018 Budget (subject to electronic vote subsequent to the AGM)

5. President's Report 11:30

6. Chief Stewards' Report 12:15

7. JCOAA Report 12:35

8. LTD Funds Discussion 12:55

9. YUFA Bargaining 1:15

10. CUPE 3903 Strike Update 1:45

11. Adjournment

If you require a full hard copy version of the AGM package, contact the YUFA Office at [yufa@yorku.ca](mailto:yufa@yorku.ca). Please bring your meeting package with you; there will be a limited number of copies available at the meeting.

\*According to the YUFA Constitution, Article 3.5(c), assent to the annual budget and fee structure shall be given by a simple majority decision of those members voting electronically subsequent to the meeting.

**York University**

We [I] would like to begin by acknowledging that the land on which we gather is the traditional territory of the Haudenosaunee, the Métis, and most recently, the territory of the Mississaugas of the Credit River. The territory was the subject of the *Dish With One Spoon Wampum Belt Covenant*, an agreement between the Iroquois Confederacy and the Ojibwe and allied nations to peaceably share and care for the resources around the Great Lakes.

This territory is also covered by the Upper Canada Treaties.

Today, the meeting place of Toronto (from the Haudenosaunee word Tkaronto) is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work in the community, on this territory.

## Attachment 2a

### YUFA Annual General Meeting

#### Minutes

Wednesday, April 19, 2017, noon - 2:30pm

Founders Assembly Hall Room 152

#### 1. Acknowledgement of Traditional Territory

2. (a) YUFA Trust and YUFA Foundation – Chaired by Paul Evans, minutes by Haiping Wang.

#### 2. (b) Community Projects Committee

A brief report was provided and members were directed to the Community Projects Committee website and annual report for additional information on committee activities. There were no questions.

#### 3. Approval of Agenda

- Executive resolution: That the agenda be approved. Moved by B. Drummond, seconded by E. Perkins. Carried
- Suggestion to move item 7. Faculty/Grad Club and item 8. Situation of Academic Colleagues in Turkey to the end of the agenda. Moved by M. Smith, seconded by B. Drummond. Carried

#### 4. Approval of Meeting Minutes

- Executive resolution: That the minutes of the April 11, 2016 Annual General Meeting be approved. Moved by M. Matesic, seconded by R. Wellen. Carried.
- Executive resolution: That the minutes of the November 9, 2016 General Membership Meeting be approved. Moved by E. Perkins, seconded by A. Glasbeek. Carried
- Executive resolution: That the minutes of the March 13, 2017 General Membership Meeting be approved. Moved by E. Perkins, seconded by Michol. Carried

#### 5. Budget

- Executive presentation of the proposed 2017-2018 budget (subject to electronic vote subsequent to the AGM).
- R. Wellen presented information document the ongoing deficit and directed individuals seeking additional information to the FAQ on the YUFA website.
- Discussion of the proposed dues increase.
- Discussion of LTD increase – more information on this topic will be brought to the GMM in the Fall.

#### 6. President's Report

R. Wellen provided a review of YUFA's key activities.

- Implementing the research release program
- Confronting collegial governance issues at York University
- Financial planning for the organization
- YUFA staff turnover and collective bargaining activities
- Bargaining preparation initiatives

#### 7. Chief Stewards' Reports

Written report provided in the meeting package. S. Embleton highlighted the ongoing concerns listed at the end of the report including accommodation issues and the complaints and grievances chart.

#### 8. JCOAA Update

Written report provided in the meeting package. S. Embleton provide a verbal update in the absence of R. Tordoff. Discussion centered upon issues surrounding pension contributions – IRL and sabbatical top-ups, changes to the email system and availability of employment equity data.

#### 9. Bargaining Priorities Subcommittee Report

Overview of expected timelines:

- YUFA will survey the membership regarding bargaining priorities in mid-May. Bargaining proposals will be drafted.
- Stewards' Council will ratify proposals by December 2017
- It is expected that members will ratify the bargaining proposals in a meeting in January or February 2018.

Additional factors considered include CUPE 3903 bargaining, and the provincial election in June 2018. It was noted that other unions on campus will be bargaining in the same year.

#### 10. Governance

Discussion centered upon a number of issues including the current presidential search, the SMA, York's Board of Governors, decanal searches and renewals, Markham campus, the role of academic unions and senate, the possibility of negotiating collegiality in contract bargaining, and financial transparency. There was a lively exchange of questions and discussion.

- Motion: YUFA condemns the York University administration's arbitrary actions in suppressing the YUACRI Committee. YUFA members call on the administration to reinstate the York University Advisory Committee on Responsible Investing and for the administration to meet its commitment for support to assist the committee in issuing its' two reports. Moved by E. Perkins, seconded by L. Weir. Carried.

#### 11. YUFA Trustees

An abbreviated report was included in the meeting package.

Attachment 2a

- Executive resolution: That the 2016-2017 Provisional Report be received. Moved by M. Matesic, seconded by B. Drummond. Carried.
- Executive resolution: That the election of YUFA trustees from the AGM floor for 2017-2018 take place in accordance with Article 3.5 (b) of the YUFA Constitution. Moved by M. Matesic, seconded by B. Drummond. Carried.

L. Weir & J. Rainer were nominated as the Trustees. There was a motion by R. Wellen to approve the nomination of L. Weir and J. Rainer, seconded by T. Malley. Carried.

12. (previously 7.) Faculty Club

An update on the Faculty Club was provided. It is expected to open in September 2017, and all units are encouraged utilized the service for catering needs. Information regarding the committee membership and structure will be provided to members. All members who are interested in participating in this initiative should send an email to [facgradcoop@gmail.com](mailto:facgradcoop@gmail.com).

13. (previously 8.) Academic Colleagues in Turkey

An update was provided by T. Malley outlining the difficulties experienced by academic colleagues in Turkey including loss of jobs and passports. Discussion centered around contributions to a global union, and it was decided a group would get together to discuss options.

14. Adjournment.

Motion to adjourn the meeting by E. Perkins, seconded by M. Matesic. Carried.

Attachment 2b

Minutes YUFA General Membership Meeting

October 30, 2017

Founders 152

1. Approval of Agenda: moved and amended by moving President's report to end of agenda.  
CARRIED
2. Approval of Minutes April 17, 2017: moved and CARRIED
3. Treasurer's Report:
  - LTD surplus transferred to YUFA
  - Overview of audited financial statements
  - Reduction in cost of Executive Officer stipends
  - Fiscal responsibility drives bargaining with CUPE 1281
  - New YUFA funds policy
4. Trustees' Report: creation of an ad-hoc committee to review the aims of the YUFA Trust to be appointed by Executive or elected by the membership.
5. LTD Surplus Proposal:
  - Backgrounder distributed to membership
  - President gave overview of proposal
  - Motion to approve LTD Surplus proposal – CARRIED
  - Moved an amendment that Executive set aside 50% of the surplus for 2017 and 50% of surplus for 2018 for part 1 of motion – CARRIED
6. President's Report: gave financial overview of various bargaining proposals and recalled visits to units to discuss bargaining priorities
7. Collective Bargaining Update: President reported on survey results for bargaining priorities and flash poll results for benefits and downloading of administrative work onto faculty.

**YUFA Special GMM on Pensions  
Jan. 24, 1:30-3:30  
Founders Assembly Hall**

- Meeting was called to order when quorum was achieved shortly after 1:30 pm.

YUFA President Richard Wellen gave an extensive power-point presentation on a wide range of pension issues for YUFA members, both historically and in relation to the upcoming round of bargaining. A number of important issues were discussed.

Vigorous Q & A followed the presentation.

Meeting adjourned at 3:30 pm.



Draft Minutes

YUFA General Membership Meeting

Date: February 15, 2018

Time: 12:00 - 3:00 pm

Location: 152 Founders College

Minutes taken by Merle Jacobs

Present:

Richard announced that the food served today was from the new faculty club –et al.

The meeting was called to order at 12.15 PM with quorum. Chaired by Art Redding. Art discussed the how the meeting would proceed.

1. Approval of Agenda- Moved by Mary? Seconded by Anne
2. Approval of Minutes from YUFA GMM January 24, 2018. (Attachment 1) Moved by Au? Seconded by Bob. Carried.
3. YUFA's Primary Negotiation Positions (Attachment 2)
  - A. Equity Proposals – Presentation of the issues in the package.– Frances and Nick. Lykka presented the Disability section. Amendments will be viewed as friendly amendments.  
Move of the entire Equity proposals as a whole. Moved and seconded by the YUFA Executive. Carried.
  - B. Compensation and Benefits – as in page 2 of GMM package. Proposals presented by Richard.  
Discussion on compensation.  
Motion to add medical marijuana coverage to benefits package. Carried.  
Motion to put pension indexing on the table if can't be dealt with in AUPC, and to ensure improvements to pensions apply to members who retire after this CA expires. Carried  
Motion to approve Compensation and Benefits proposals. Moved and seconded by the YUFA Executive, Carried.
  - C. Retiree Benefits. Moved and Seconded by the YUFA Executive. Discussion. Carried
  - D. Complement. Moved and seconded by the YUFA Executive. Improved access for CLAs and Tenure stream faculty complement. Carried. Subsequent discussion of whether faculty: student rations should be faculty specific rather than campus wide, but no motion passed to this effect.
  - E. Working Conditions Moved and Seconded by YUFA Executive. Carried as amended by motions below  
Motion to amend proposal around renaming of the Alternate Stream to retain the wording of Alternate Stream and not use the term Teaching-Focused (but keep the new rank titles). Carried.  
Motion to add to the proposal on acoustic, lighting and sound audits that in buildings where there is only one elevator, the Employer has to also install chair lifts. Carried

F. Governance and Collegiality Moved and seconded by YUFA Executive. Carried as amended by motion below.

Motion to amend existing language around decanal renewals in 12.27 b) and c) such that Decanal renewal polls be anonymous, with the result to be shared with the faculty members in the relevant faculty. Carried.

4. Adjournment. Meeting adjourned at 2.25. Lisa moved, Evan seconded. Carried

Attachment 2e

YUFA GMM

Date: Friday March 9, 2018

Time: 1:30-3:30

Location: Local 112 UNIFOR, 30 Tangiers Rd, North York

1. Approval of the Agenda – discussion and information meeting only
2. Report on the Senate meeting

much discussion wrt over-reach of admin and potential for legal challenge – collegial governance issue (president has redefined the issue as a labour/business matter, not governance/academic.) Need to frame appropriately

Jody called for a communications committee – a number of people volunteered

3. Challenges for YUFA members and courses during the CUPE strike  
RW reported that over 60% of classes cancelled. Some faculty are reporting being harassed by deans. Change to “long term disruption” as of Monday. Pressure on faculty to poll students - prejudicial to students. Junior faculty feeling vulnerable (faculty member gave first hand account) departments are looking for support as a unit (stop individualizing the process)  
Question- what will happen to the repository of courses that have been suspended (university's website)  
When is the next meeting? what are the strategies of other units?  
RW invited members to write to YUFA with any stories/ experiences they would like to share.
4. Discussion of CUPE 3903 negotiations – the main issues in bargaining relate to YUFA's CA (conversions, SRC program)
5. Picket support – what constitutes strike breaking?  
  
Flying picket on Monday – solidarity picket noon – 1pm – CCA day  
YUFA will do another day (its own day)  
YUFA will have signs come Monday
6. Other business - none

Proposed Budget 2018-19	Estimate 2017-18	Budget 2018-2019	Notes
<b>Income</b>			
Member Fees	2,616,181	2,650,977	1.33%
YUFA Special Levy	2,890	0	
Centre for Refugee Studies Levy	37	0	
YUFA Faculty Club Levy	31,826	30,000	to offset Fac club expenses
Article 26.11	30,000	30,000	to offset Article 26.11 expenses
YUFA Trust Foundation	100,000	100,000	to offset Community Project expenses
York University		11,000	to offset printing of CA expenses
ARFL Fees	1,000	1,000	
<b>Total Income</b>	<b>2,781,934</b>	<b>2,822,977</b>	
<b>Fees Payable</b>			
OCUFA Fees	255,666	260,779	2% anticipated increase
CAUT Fees	257,980	263,140	
CAUT Defence Fund	103,490	105,559	
National Union Fund	16,405	16,733	
Toronto & York Region LC	8,385	8,894	
Ontario Federation of Labour	11,551	12,000	
Total Fees Payable	653,476	667,106	
<b>Gross Income</b>	<b>2,128,458</b>	<b>2,155,871</b>	
<b>Expenses</b>			
Course Release	293,132	431,193	<sup>1</sup>
Officer Compensation/Stipend	8,856	0	
Receiver General	1,418	0	
<b>Total Compensation</b>	<b>303,406</b>	<b>431,193</b>	
<b>Payroll</b>			
Salaries	721,941	739,268	<sup>2</sup> Estimating cpi @ 2.4%
Benefits	203,085	207,959	<sup>3</sup> RRSP, CAUT, PEA, Tuition, COFAS
Employer Expenses	34,917	35,442	WSIB, EHT, EI, CPP
Provision for retirement	13,000	15,225	<sup>4</sup> Retired staff Article 21.05 of CUPE 1281 C.A.
<b>Total Payroll</b>	<b>972,943</b>	<b>997,894</b>	
<b>Office Expenses</b>			
General Office Expenses	14,626	15,000	
Printing, Duplicating & Web	11,802	30,000	printing of a new CA
Dues & Subscriptions	3,867	14,000	dropbox, e-vote, CALM, Newswire
Office Equipment	1,980	4,000	
Telephone	7,128	7,500	
<b>Total Office Expenses</b>	<b>39,403</b>	<b>70,500</b>	

Professional Services			
Legal	113,022	146,600	<sup>5</sup> Includes Hayes eLaw
Arbitration	130,066	150,000	
Audit & Accounting	31,116	32,000	
Consulting	38,940	50,000	YUPG consulting
<b>Total Professional Services</b>	<b>313,144</b>	<b>378,600</b>	
Other Expenses			
Travel & Conferences	19,627	25,000	CAUT, OCUFA, NUCAUT, OFL conf and workshops
Meetings & Hospitality	36,101	42,000	AGM, GMM, Committee and Bargaining meetings,
Retirement Centre Donation	9,738	9,738	
Faculty Club	31,826	30,000	offset by Fac Club levy
CAUT Academic Freedom Fund	5,000	5,000	motion passed- AGM 2015
Solidarity - External	17,047	20,000	anticipating hardship fund allocation if strike continues into 18-19
Community Projects	100,000	100,000	offset by YUFA Foundation
Solidarity - Members	4,371	4,500	tennis
Article 26.11	30,000	30,000	offset by Article 26.11 income
Miscellaneous Expenses	7,749	10,000	donations, videographer, min adhoc expenses
strike expenses	60,252	0	temp. office, rally and coffee expenses
<b>Total Other Expenses</b>	<b>321,711</b>	<b>276,238</b>	
<b>Total Expenses</b>	<b>1,950,608</b>	<b>2,154,424</b>	
Operating Excess	177,850	1,446	
Other Revenue			
Investment Interest		50,000	
Bank Interest	10,574	1,400	
Total Other Revenue	10,574	51,400	
Other Expenses	0	0	
Bank Charges	12	12	
Total Other Expenses	12	12	
<b>Replenishment of YUFA Reserve Fund</b>	<b>188,413</b>	<b>52,834</b>	
<b>Note:</b>			
<b>1. One course release costs \$22,112.44, budget calculation is for 19.5 course releases</b>			
<b>2. Salaries calculated with current CPI of 2.4% increase may change by June 1 for accuracy</b>			
<b>3. Benefits calculated at 2.4%</b>			
<b>4. Provision for Retirement 18-19- \$400 (for May) and \$425 (from June18 - April 19) for 3 retirees = \$15,225. See article 21.05 of CUPE 1281 C/</b>			
<b>5. Hayes eLaw, retained by YUFA re: YU v The Canadian Copyright Licensing Agency</b>			

**COURSE RELEASES**

	<b><i>Granted re fiscal 18-19</i></b>
<b><i>Executive Officers</i></b>	
President-	2.50
V P Internal -	1.50
V P External -	1.50
Chief Steward -	2.50
Chief Steward -	2.50
Comm. Officer -	1.50
Equity Officer-	1.00
Equity Officer-	1.00
Recording Secretary - .	1.00
Treasurer -	1.00
Past President -	0.50
Stewards Council Rep-	0.50
Stewards Council Rep -	0.50
<b><i>JCOAA / LRP Co-Chairs</i></b>	
JCOAA /LRP	1.50
<b><i>Equity Co-chairs</i></b>	
Equity Co-chairs (4 x 0.5)	2.00
<b><i>Bargaining Team</i></b>	
Chief Negotiator -	1.50
member -	1.00
member -	1.00
member-	1.00
member-	1.00
Total	26.50

Total releases 26.5 - 7 (Employers' Expense) = 19.5

Assuming that bargaining will be extended , calculation for an additional .5FC per member (including Chief Negotiator) is included.