

# YUFA General Membership Meeting Agenda

**Monday, March 13, 2017**

**2:30 pm to 4:30 pm**

**Lassonde C**

Proposed agenda:

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|------------------------------------------------------------------------|--------------|
| 1. Approval of Agenda                                                  | (5 minutes)  |
| 2. Approval of Minutes from November 9, 2016 Meeting<br>(Attachment 1) | (5 minutes)  |
| 3. Election of Trustees*                                               | (5 minutes)  |
| 4. Research Release and Performance Indicators                         | (35 minutes) |
| 5. Proposed Amendment to the YUFA Constitution<br>(Attachment 2) **    | (35 minutes) |
| 6. Presentation of Lifetime Service Award to Penni Stewart             | (10 minutes) |
| 7. Bargaining Priorities                                               | (15 minutes) |
| 8. OCUFA Presentation – Judy Bates and Mark Rosenfeld                  | (10 minutes) |

\* From YUFA Constitution, Article 3.5:

Trustees elected at the Meeting shall prepare an Annual Report for the following year's Meeting that reviews the Association's activities and operations during their year in office and recommend improvements in the methods of operation.

\*\* Subject to evote after the meeting.

**Accommodation:** Members who require accommodation should contact YUFA as soon as possible: email [yufa@yorku.ca](mailto:yufa@yorku.ca) or phone [416-736-5236](tel:416-736-5236). While YUFA will make every effort to meet all requests, it may not be possible to implement certain types of requests received after Monday, March 6.

Draft Minutes

YUFA General Membership Meeting

Date: November 9, 2016

Time: 11:30 - 1:30 pm

Location: The Underground, York University Student Centre

Minutes taken by Merle Jacobs

The meeting began at 10:45 and was chaired by Richard Wellen. Richard to discuss non-motion issues while awaiting quorum.

6. Updates & Discussion

b. Graduate Assistantship – end of GA can be viewed as a loss of support. YUFA has received 24 responses so far from units regarding what this loss means to the functioning of faculty as well as the department.

c. Faculty Club – Joint venture with GSA. YUFA funding will be based on the 3-4 year levy. The levy has allowed YUFA to make \$150,000 contribution, while the University will be providing \$ 238,000. This is part of their improving campus experience.

d. The Refugee levy will end September 2017 as its withdrawal started two months later than the start date.

e. Race Equity Caucus – Toward an Anti-Racist University - there will be a lecture and a reception featuring Prof. Malinda S. Smith. For the reception at the Schulich Private Dining Room at 4:30 pm on Nov. 18, send your RSVP directly to YUFA. The In-camera lunch meeting with Malinda Smith at 11am on Nov. 18 is in South Ross 802.

YUFA needs a Returning Officer for elections as this year there is a by-election and Stewards' elections in Winter/Spring

4. Review of audited financial statements. Overhead used to provide the membership the operations of YUFA.

Ricardo discussed the different expenses. Items included the 43% needed for salaries and benefits. Some information falls under bargaining with CUPE 1281. Professional fees have increased and goes to lawyers for arbitrations.

Stipends – have been eliminated by Executive to provide a saving for YUFA and we have saved about \$70,000 to date.

There was an increase in release time associated with the bargaining process.

There is a deficit, and YUFA is eating into its assets.

Meeting called to order at 12:00 as quorum reached.

1. Approval of Agenda. Moved by ? Seconded by Maura. Carried
2. Approval of the Minutes of April 11, 2016. Annual General Meeting (Attached 1-p2) Moved by Peter, seconded by Merle. Carried.
3. Election of Trustee (held over from the last GMM). Richard explained the role. Nominated from the floor: Jan Kainer. Votes: Yes 42. No 0. Professor Kainer elected.
5. CUPE 1281 bargaining update: Motion to go In-camera made by Maura, seconded by Roberto. Carried.

To end this session at 12:45 pm. Maura made the motion to end the In-camera session, seconded by Terry. Carried

6. a. Research Release Program (Article 18.15)

Richard presented a power point on what is occurring and the issues. Very few units have been given approval. YUFA has not received submission by units and decanal responses from Administration as promised. Failure of Deans to approve criteria.

Town Hall meetings with Deans and Principals in late October. Agreed to meet again.

YUFA gave up Appendix O for this program in order to enable and expand research. It was not to reward research.

Remind Deans that this is a collegial process at the unit level and not to use it as a performance indicator.

YUFA's role: Going public to members

Collaboration in faculties.

Chairs are interacting with YUFA.

Action Plan – distributed

Art moved that the general membership endorses the Action Plan. Seconded by Kim. Carried.

Discussion:

members can take this to their faculty councils.

Part of the plan is happening in some faculties.

T&P standards are being requested by Admin staff and it is being forwarded to different levels in Administration.

Richard told the membership that there were 213 half course releases before. Members asked Richard as to why not go to a grievance. Some members thought that the University is playing 'us out.' Faculty members are anxious to get the releases. Members must not play the Administration's game and move on to the grievance level. There are sufficient grounds as the employer is not following through on this.

Several members pointed that this was bad faith bargaining and a serious violation

In some faculties, colleagues do not understand what is at stake. It is lovely to say local autonomy but where you do not know what to do it is difficult.

YUFA must play a central role.

Deans are playing 'us' and it comes from the Provost's Office. In the agreement, the Provost has a role. However, if the Provost is playing a role via the Deans how can this level be used.

There has been a huge amount of work done by members in good faith, and members have done their fair share.

Friendly amendment to the Action Plan – Ricardo moved that YUFA move immediately to a Policy Grievance and have a time limit for dispute resolution which should be completed by the beginning of January 2017. Carried.

Members were concerned that this procedural process is outside Senate.

Traditional academic rights.

Moving to a policy grievance is the right way.

Attachment 1

YUFA requested to consult our lawyers. The meeting directed the executive to proceed with a grievance.

Motion to extend the meeting made by Ricardo and seconded by Terry.  
Carried.

Concerns raised by members around the supervision of graduate students.  
Loss of Appendix O and Deans do not want to acknowledge graduate supervision in the research release program. 18.01 points to the teaching load document.

Some members expressed the idea of work to rule and withdrawing service.

Meeting adjourned: 1:45pm

## Attachment 2

### **PROPOSED Constitutional Amendment: Moved and approved by Steward's Council, 3 March, 2017**

#### Rationale:

The current YUFA constitution contains a conflict. On the one hand, article 3.5 requires and empowers the YUFA Executive to present an annual budget and annual fee structure at the Annual General Meeting (AGM) to be voted on by a majority vote. As was the case in the previous (pre-2001) Constitution this meant that the annual dues were established on that basis. On the other hand, Article 10.1 specifies a prescribed dues rate as a provision in the Constitution. This could be taken to mean that increasing or decreasing the annual membership dues requires a constitutional amendment. This would be unusual, and it appears that no other faculty association in Canada has such a provision. Based on a review of the pre-2001 YUFA constitution it appears that this conflict is an inadvertent result of how language was incompletely borrowed from the pre-2001 Constitution where no such ambiguity or conflict was present.

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**Moved by Justin Podur, seconded by Roberto Quinlan: that Articles 3.5 (c) and 10.1 be amended as follows:**

#### **Article 3.5 Annual General Meeting**

c. **Subject to Article 10 below** [t]he annual budget and fee structure shall be prepared by the Executive Committee and presented to the general membership at the Annual Meeting. Assent shall be given by a simple majority decision of those members voting electronically subsequent to the meeting. Accommodations will be made for those who do not have access to the Internet and who request such accommodation. No proxy voting is permitted.

#### **Article 10. Dues**

##### **10.1 Amount**

~~The annual membership dues of the Association shall be 1.1 percent of each individual member's annual base salary rate.~~ **The annual membership dues rate of the Association shall be approved as per procedures in Article 3.5 (c) above. The annual dues shall be expressed as a fixed percentage of each individual member's annual base salary rate and remain unchanged until a higher or lower percentage is approved.** From this amount, all obligations of the Association shall be paid, including but not limited to: operating expenses; CAUT Defence Fund contributions; membership fees paid to the CAUT; membership fees paid to the OCUFA; contributions to the YUFA Defence Fund; contributions to the YUFA Arbitration Fund.