

## **YUFA General Membership Meeting – Special Renewable Contract (SRC) Appointment Language**

Date: Tuesday, June 11, 2019

Time: 12:00 pm to 2:00 pm

Location: 280N York Lanes

- |                                                    |       |            |
|----------------------------------------------------|-------|------------|
| 1. Territorial Statement (Attachment 1)            | 12:00 | 5 minutes  |
| 2. Approval of Agenda                              | 12:05 | 5 minutes  |
| 3. Issue Background                                | 12:10 | 30 minutes |
| 4. Discussion of SRC Memorandum of Agreement (MoA) | 12:40 | 35 minutes |
| 5. Bio Break                                       | 1:15  | 10 minutes |
| 6. Continuation of MoA Discussion                  | 1:25  | 35 minutes |
| 7. Adjournment                                     | 2:00  |            |

## Land Acknowledgment

We recognize that many Indigenous nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of YUFA. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, the Huron-Wendat, and the Métis. It is now home to many Indigenous Peoples. We acknowledge the current treaty holders, the Mississaugas of the New Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.

Attachment 2

IN THE MATTER OF THE  
SPECIAL RENEWABLE CONTRACT (SRC) PROGRAM

BETWEEN :

YORK UNIVERSITY  
(the "Employer")

- and -

YORK UNIVERSITY FACULTY ASSOCIATION  
(the "Association")

**MEMORANDUM OF AGREEMENT**

1. The parties have agreed in principle to a renewed SRC program attached hereto as Appendix A, subject to ratification. YUFA will arrange for a ratification vote of its membership on the approval of the renewed SRC program to be completed by May 31, 2019.
2. The Employer will include SRC salaries for the purposes of calculating the Articles 12.02.2 and 12.11 caps on teaching stream appointments and CLAs, respectively.
3. For clarity, "to the extent practicable" as used in Article 12.32.3 is in regard to the availability of SRCs recommended for appointment who self-identify as a member of one or more of the federally designated groups.

**DATED at Toronto this \_\_\_\_\_ day of May 2019**

FOR THE UNIVERSITY

FOR THE ASSOCIATION

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**APPENDIX "A" AGREEMENT IN PRINCIPLE TO AMEND ARTICLE 12.32**

**12.32 Special Renewable Contracts (SRCs)**

**12.32.1 Eligibility**

The parties agree that members of the CUPE 3903 bargaining unit who, as of 1 September of the current contract year, were in the Unit 2 'Affirmative Action Pool' and who as of that date have fifteen (15) or more years of experience in Unit 2 (may be non-consecutive and includes approved leaves) and who have taught at an intensity of an average of 2.5 courses or their equivalent over the last five (5) years will be eligible to apply for a five (5) year 'Special Renewable Contract' (SRC) in the YUFA bargaining unit.

**12.32.2 Unit Recommendations**

A hiring unit wishing to receive an SRC position must apply through their Dean/Principal to the Office of the Provost & Vice-President Academic. The application must describe how a renewable teaching appointment of the recommended candidate would assist the hiring unit in addressing its teaching needs and priorities. Hiring units may wish to discuss with cognate/sibling units, intra- or inter-Faculty, their needs and priorities and how they are currently met by contract faculty. The application must also document the quality of the recommended candidate's teaching, service potential, and the advantages to the hiring unit and candidate in awarding the candidate an SRC appointment.

SRC appointments will normally be in the Teaching Stream. In exceptional circumstances, a unit may propose a professorial stream SRC appointment, in which case the unit's recommendation and the candidate's application must document the candidate's research or research potential. The candidate's application must also request consideration for a professorial stream appointment.

An individual will apply for an SRC to a hiring unit(s) or a Dean(s)/Principal and shall have 45 days from the date of the announcement initiating the SRC exercise to prepare their file which will include an updated *CV* and all additional information the candidate deems appropriate. Applications shall be due by 31 January. Where an application is submitted directly to a Dean(s)/Principal, the Dean(s)/Principal will consult with the relevant hiring unit(s) concerning the application. The University will make its best efforts to announce SRC appointments before the common posting date of 22 April.

**12.32.3 Number of Appointments and Appointment Criteria**

A total of 18 SRCs will be appointed by July 1, 2020 on the basis of the quality of the candidates

## Attachment 2

and how the contracts would address the teaching needs and priorities of the hiring units. Appointment criteria will take into account the following: incumbency in courses falling within the position description, relevant academic qualifications, service contributions or willingness to make service contributions, and seniority. Based on the appointment criteria, and using a collegial process, the hiring unit will make a recommendation to its Dean/Principal for the appointment of an SRC. In each case, the recommendation of the Dean will be forwarded to the Provost & Vice-President Academic for approval. To the extent practicable, the Employer will make at least six (6) SRC appointments of candidates who self-identify as a member of one or more of the federally designated groups.

### **12.32.4 Terms of Appointments**

The initial term of each contract will be five (5) years. The contract will normally be renewed by agreement of the department, Dean and individual for an additional five (5) year term and one further final three (3) year term. Such agreements will not be unreasonably withheld.

As members of the YUFA bargaining unit, SRC appointees shall be eligible under the terms of this Collective Agreement for Progress-through-the-Ranks increments (PTRs) and normal benefits and opportunities which accord to full-time faculty (this includes, for SRCs who retire on or after 1 July 2012, all provisions under Articles 14.07 and 14.08, including at the end of an SRC's final contract eligibility for limited extended health care and dental plan coverage on the same basis as retirees under Article 14.08(b)(ii) and Appendix F). However, credit towards sabbatical leave will be awarded on the basis set out in Article 12.31(c) above, but an SRC appointee will be eligible for only one (1) sabbatical leave during the total duration of the appointee's term(s) (i.e., one (1) leave in thirteen (13) years or less).

SRC appointees may be in one department/Faculty or cross-appointed to more than one department/Faculty.

Note: The parties agree that this clause will be interpreted and applied in a manner consistent with the arbitration awards concerning SRCs dated 23 January 2002 and 3 December 2018.