

YUFA Annual General Meeting Agenda

Date: Wednesday, April 24, 2019

Time: 1:00 pm to 4:00 pm

Location: Founders 152

Catered lunch by Et al.

1. Acknowledgement of Traditional Territory (Attachment 1) 1:05
2. Approval of the Agenda 1:10
 - Executive resolution (moved/seconded): That the agenda be approved.
3. Wage Freezes? More Budget Cuts? Higher Education in the Ford Era 1:15
4. Approval of Meeting Minutes (Attachments 2a, 2b, 2c, 2d and 2e) 1:45
 - Executive resolution (moved/seconded): That the minutes of the April 17, 2018 Annual General Meeting be approved. (Attachment 2a)
 - Executive resolution (moved/seconded): That the minutes of the September 17, 2018 General Membership Meeting be approved. (Attachment 2b)
 - Executive resolution (moved/seconded): That the minutes of the October 18, 2018 General Membership Meeting be approved. (Attachment 2c)
 - Executive resolution (moved/seconded): That the minutes of the November 13, 2018 General Membership Meeting be approved. (Attachment 2d)
 - Executive resolution (moved/seconded): That the minutes of the February 13, 2019 General Membership Meeting be approved. (Attachment 2e)
5. Budget* (Attachments 3a, 3b and 3c) 1:50
 - Executive presentation: 2019-2020 Budget (subject to electronic vote subsequent to the AGM)
6. President's Report 2:20
7. Chief Stewards' Report (Attachment 4) 2:50
8. JCOAA Report (Attachment 5) 3:05
9. Motion: LTD Funds Payment for Legal Expenses (Attachment 6) 3:20
10. Election of Trustees 3:40
11. Adjournment

If you require a full hard copy version of the AGM package, contact the YUFA Office at 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.

Attachment 1

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.

Draft Minutes

YUFA Annual General Meeting

Date: April 17, 2018

Time: 10.30 AM - 2:30 PM

Location: Unifor Local 112 Union Hall

Minutes taken by Merle Jacobs

Present:

Started at 10.40 with Reports.

1. Acknowledgement of Traditional Territory (Attachment 1)
2. Approval of Agenda- Amended and Moved by Justin, Seconded by Bill
Carried
3. Approval of Minutes :Executive (resolution moved and seconded): That the minutes of YUFA AGM minutes of April 19, 2017; GMM October 30, 2017; Special GMM on Pensions Jan 24, GMM February 15, 2018; GMM March 9, 2018 (Attachment 2a, 2b, 2c, 2d, 2e) Moved collectively by Laurae?? Seconded by Gamal. Carried.
4. Budget : Presentation – attachment handed out
The increase in dues last year, plus cost containment which turned around in finances from drawdown of reserves to replenishment.
Providing new 4x0.5 course releases for Equity Caucus Co-Chairs
October 2017 decision to assign ½ of the LTD surplus in reserve funds but YUFA has still not reached targets set in fund policy
Approval of \$2.00 for Faculty/Grad club levy to be shared with Glendon Common Room about 7%
Motion: YUFA Executive to motion to provide \$25,000 grant to Et al from the “LTD Surplus Funds Held in Trust” proposed to be matched by a similar 25K grant from YUFA Trust. Moved by James, seconded by Jody. Carried
2017-2018 Budget presented and subject to electronic vote subsequent to this AGM
5. President’s Report:|
Update Pensions: (Appendix A) all university groups meets with Employer and may have to move this into bargaining.
Salary profiles discussed looking at York vs Ryerson such as PTR differentials York 2,750 vs Ryerson \$3,250
Senate Report – does have authority on academic issues and it is a violation of York Act can be dealt with it via Senate or Bargaining. BoG and Senate Executive take a different view.
Remediation Report – Assessed grade option – giving course director’s responsibility for academic integrity
Richard thanked the outgoing YUFA Executive and welcomed the new incoming Executive.

9. YUFA Bargaining:

Will start in May.

Mandate has 6 areas see Appendix B

A. Equity B. Compensation and Benefits C. Retirement Proposals D. Complement
E. Working Conditions F. Governance and Collegiality

Article 25.05 Pensions contributions 2016/17 calculation when people retire. Detailed calculations in pay statement, so members know

PTR falling behind Ryerson.

York emails and monitoring – need strong language around emails

CUPE conversions is between Employer and CUPE in terms of numbers.

(MOTIONS around governance JODY and Terry) can ????

Motion: YUFA in light of these events YUFA will organize a referendum on governance

Moved by ? Seconded ?

Yes 46, No 24 Carried

Motion: YUFA instruct YUFA Executive to call a special meeting on Governance at

York. Moved by Terry, Seconded by Merle. Yes 49, No 0. Carried

7. JCOAA Report:

Thank you to the Caucus and YUFA staff Sonia

Report is in agenda

Meets 10 times a year. Issues that are brought to YUFA side of JCOAA

Did try and negotiate and have had few minor victories such as Home Internet charges which was reinstated as 50%

Self ID process LRP

Seat on University budget committee

Coordinate effort Provost and President on Teaching load document

Alt. Stream T&P Senate wrote and requested achieved. Administration wanted to roll it into barraging

Research metrics – Provost stated it comes from government. Dealing with this in terms of Internal metrics.

Markham campus – Faculty will not be requested to work in 2 places

JCAA consulted on AA issues but has not met

Relocation of offices – Administration agreed to write a new policy

Discussed open searches for Deans and Senior Administration

Minutes for JCOAA are on the website.

6. Chief Stewards' Report:

Handout on Accommodations, Complaints, and Grievances – April 18, 2017, to April 16, 2018

Increasing grievances coming from Schulich, Glendon and LAPS

Ensuring that the Collective Agreement is administered to the benefits of the membership

The chart is a snap of some of the work done; Report will be available online

Erosion of collegiality between units and upper-level management

When Dean calls a YUFA member – YUFA steward is available to accompany on any

Attachment 2a

issue

Governance issues on hiring, T&P

Member to member disputes – stewards can help

Also member to CUPE and Students

File grievances as well for members when it occurs.

Thanks to Rob and Richard for their work

11. Adjournment: Meeting adjourned at 2.35PM

Attachment 2b

Draft Minutes

YUFA Membership Meeting – Bargaining

September 17, 2018

1. Approval of Agenda

Moved by Kym Bird, seconded by Frances Latchford. Carried

2. Minutes of April 17, 2018

Moved by Terry Maley, seconded by Kym Bird. Carried

3. Bargaining Report

The YUFA Chief Negotiator, Miriam Smith, presented an overview of bargaining with the Employer. Following the presentation, a question and answer period followed.

4. Motion to conduct vote to authorize job action

The motion was introduced to members. The motion had been moved and carried by Executive Committee. Discussion was opened to members. After a period of discussion, it was moved by Ena Dua and seconded by Frances Latchford that the question be called. This requires a $\frac{2}{3}$ majority.

Yes: 162

No: 62

Abstentions: 8

Motion is carried.

The next vote was on the motion itself which requires only a simple majority to be carried.

Yes: 162

No: 93

Abstentions: 4

5. Motion to Adjourn - carried

Attachment 2c

Draft Minutes

YUFA GMM – Ratification of Renewal Agreement

October 18, 2018

Quorum was not reached at the meeting.

The Chief Negotiator gave a presentation of the tentative agreement signed by both parties. A summary sheet of changes to the collective agreement and copies of the agreement were distributed to members. Discussion followed the presentation by the Chief Negotiator.

Meeting adjourned at 7:40 pm

Attachment 2d

Draft Minutes

YUFA Membership Meeting – Collegial Governance

13 November 2018

Present:

G. Abdel-Shehid; J. Berland; M. Buccheri; S. Chatterjee; J. Check; P. Evans; A. Glasbeek; R. Grinspun; S. Gururani; M. Hamadeh; A. Hilliker; G. Lavoie; T. Maley; M. Matesic; J. Mayberry; A. O'Connell; N. Penak; E. Perkins; H. Qudrat-Ullah; A. Redding; M-J Rwigema; J. Simeon; J. Simoulidis; M. Smith; V. Trivedi; F. van Bruegel; R. Woodhouse; C. Wright; R. Wellen

Minutes were not taken due to a lack of quorum at the meeting.

Attachment 2e

Draft Minutes

YUFA General Membership Meeting

February 13, 2019

Present: G. Albo; S. Alsop; M. Anisette; S. Bailey; J. Berland; M. Biehl; K. Bird; M. Buccheri; T. Das Gupta; M. De Robertis; E. Dua; S. Dubeau; P. Evans; I. Ferrara; P. Giordan; L. Goldring; R. Grinspun; S. Gururani; M. Hamadeh; J. Hattiangadi; M. Hayward; A. Hilliker; M. Hoffman; M. Jacobs; M. Kamstra; R. Kiel; R. Kenedy; S. Kipfer; J. Kuk; A. Kuznetsov; P. Lakin-Thomas; A. Laurin-Lamothe; Z. Li; M. Macaulay; S. MacDonald; T. Maley; M. Matesic; J. Mayberry; W. McKeen; B. Meisner; K. Michasiw; R. Mongia; I. Moyes; R. Nariani; N. Norquay; K. Ogata; M. Oikawa; N. Penak; C. Popovic; A. Propper; A. Redding; M. Salmon; C. Sanchez-Rodriguez; S. Scott; V. Shah; J. Simoulidis; D. Skinner; G. Spraakman; V. Trivedi; S. Tufts; P. Vandergeest; L. Visano; S. Wang; J. Whelan; E. Winslow; R. Wellen; L. Wood; D. Woody; C. Wright; M. Zabrocki; A. Zalik

1. Reading of Territorial Statement

2. Approval of Agenda: moved by T. Maley, seconded by M. Biehl. Approved after quorum achieved.

3. Approval of Minutes November 18, 2018: Moved by N. Norquay, seconded by M. Hoffman. Approved after quorum achieved.

4. President's Report:

Michael Conlon, new Executive Director from OCUFA, was invited to speak on the overview of labour relations and what might happen in Ontario with respect to the Ford Government.

Reported that Ford Government wants faculty to retire earlier.

SRC and the YUFA collective agreement: President reported on background with respect to the CUPE 3903 arbitration. Membership will decide on the SRC language and ratification.

5. Discussion of Proposed Constitutional Amendments: Ida Ferrara spoke in favour of amendments to the YUFA Constitution; Ricardo Grinspun spoke against. Discussion followed presentations.

6. Pension and LTD Legal Costs: YUFA Executive had moved and approved a motion that part of the LTD surplus could be used to pay for legal costs associated with both the pension plan and LTD. Could not be approved by members as quorum was lost.

Attachment 3a

Table I

Proposed Operations Budget 2019-20	Budget 2018-19	2018-19 Estimated up to April 30, 2019	Budget 2019-2020	Notes
Income				
Member Fees	2,650,977	2,694,009	2,769,849	Dues rate is 1.25% of base salary
YUFA Faculty Club Levy	30,000	32,380	35,000	to offset Faculty Club expenses
Article 26.11	30,000	40,000	40,000	to offset Article 26.11 expenses
YUFA Trust Foundation	100,000	70,000	100,000	to offset Community Projects
ARFL	1,000	530	500	
York University	11,000	12,000	0	to offset C.A printing
Total Income	2,822,977	2,848,919	2,945,349	
Fees Payable				
OCUFA Fees	260,779	257,561	262,712	2% anticipated increase
CAUT Fees	263,140	257,365	262,512	2% anticipated increase
CAUT Defence Fund	105,559	99,132	101,115	2% anticipated increase
National Union Fund	16,733	16,189	16,512	2% anticipated increase
Toronto & York Region LC	8,894	9,044	9,225	2% anticipated increase
Ontario Federation of Labour	12,000	11,395	11,623	2% anticipated increase
Total Fees Payable	667,105	650,685	663,699	
Gross Income	2,155,872	2,198,233	2,281,650	
Expenses				
Course Releases	431,193	432,855	361,756	Budget calculation for 15.5 FCEs @ \$22,911.75.
Payroll				
Salaries	739,268	740,164	757,927	Estimating cpi @ 2.4%
Benefits	207,959	184,771	189,206	RRSP, Group Benefits, PEA, COFAS, tuition
Employer Expenses	35,442	36,075	36,941	EI, CPP, WSIB, EHT
Provision for retirement	15,225	17,129	17,540	retirees' benefits Article 21.05 of CUPE 1281 CA
Total Payroll	997,894	978,139	1,001,614	
Office Expenses				
General Office Expenses	15,000	18,966	18,000	Campaign gears \$10k
Printing, Duplicating & Web	30,000	38,331	20,000	photocopier lease, printing of the new CA
Dues & Subscriptions	14,000	7,986	8,000	calm dues, s- monkey, dropbox, qkbooks, e-vote, Media Release
Office Equipment	4,000	4,819	12,000	to purchase new computers
Telephone	7,500	7,172	7,800	
Total Office Expenses	70,500	77,274	65,800	

Attachment 3a

Professional Services			
Legal	146,600	114,121	120,000
Arbitration	150,000	232,410	220,256 additional arbitration expenses
Audit & Accounting	32,000	30,557	32,000
Consulting	50,000	63,753	67,000 consulting re: YUPG
Total Professional Services	378,600	440,842	439,256
Other Expenses			
Travel & Conferences	25,000	16,106	30,000 additional conferences are anticipated, CAUT, OCUFA, OFL conferences
Meetings & Hospitality	42,000	43,291	35,000 additional meetings for bargaining 18-19, caucuses social and dinners
Retirement Centre Donation	9,738	9,738	9,738 Article 14.06
Faculty Club	30,000	26,018	35,000 additional support to et al of \$25k and 2yr loan rep of \$70k
CAUT Academic Freedom Fund	5,000	5,000	5,000 motion passed to pay annually
Solidarity - External	20,000	1,500	20,000 strike donation
Community Projects	100,000	48,000	77,000 offset by CP income
Solidarity - Members	4,500	4,500	4,700 Tennis
Article 26.11	30,000	40,000	40,000 offset by Article 26.11 income (Transgender Fund)
Miscellaneous Expenses	10,000	10,799	10,000 videographer, posters, memorials and other donations
Depreciation	0	10,650	9,000 depreciation of furniture, photocopier and computers
strike expenses	0	50,936	0 strike expenses for May - July 18
Promotional Items	0	0	10,000
Total Other Expenses	276,238	266,539	285,438
Total Expenses	2,154,425	2,195,648	2,153,864
Operating Excess	1,447	2,585	127,787
Total Other Revenue			
Interest and charges	51,400	3,081	3,150
Net Operating Fund Income	52,847	5,665	130,937
Fund Deficiencies			
2018-19 estimated net Operating Fund income (reduction)			-5,665
Operating Fund deficiency - Table II			138,460
Defence Fund deficiency - Table II			838,000
Total past deficiency			970,795
Budgeted surplus (deficiency) at end of 2019-20			-839,858

Attachment 3b

Table II

Proposed Funds Budget 2019-20

	Actual 2017-18	Estimated 2018-19	Budget 2019-20
Unreserved portion of Operating Fund (covered by separate operations budget)			
Opening balance May 1	149,312	670,290	675,955
Transferred during the year from LTD refund	418,017		
Operations, investment and other	102,961	5,665	130,937
Closing balance April 30	670,290	675,955	806,892
Reserved portion of Operating Fund re LTD rebate			
Opening balance May 1			
Transferred during the year from LTD refund	1,603,390	1,608,430	1,336,504
Apportioned investment income	5,040	27,343	26,730
Premium adjustments disbursement		(299,269)	
Legal fees for pension plan revisions			(100,000)
Closing balance April 30	1,608,430	1,336,504	1,263,234
Defence Fund			
Balance May 1	1,362,917	2,508,334	2,550,976
Transferred during the year from LTD refund	1,122,373		
Apportioned investment income	23,044	42,642	51,020
Balance April 30	2,508,334	2,550,976	2,601,995
Arbitration Fund			
Balance May 1	170,220	170,220	142,915
Apportioned investment income	2,437	2,894	2,858
Arbitration Expense		(30,199)	
Balance April 30	172,657	142,915	145,773
Fund deficiencies (see below - no change assumed)	1,081,763	1,081,763	1,081,763
Total of balances of all funds	4,959,711	4,706,350	4,817,895
Mandated fund levels	6,041,474	5,788,113	5,899,658

Note 1

Fund deficiencies (see notes below)

Operating Fund	138,460
Arbitration Fund	(6,697)
Defence Fund	950,000
	<u>1,081,763</u>

Note 2

In fiscal 2017, YUFA became the custodian \$3,206,780 representing the refund of Long Term Disability premiums paid by members of YUFA over the past number of years. In fiscal 2018, the General Membership approved the funds to be used as follows: 50% to provide retroactive indexing of those who have been most affected, 35% to be allocated to the YUFA Defence Fund and 15% to be allocated to the YUFA Operating Fund.

Note 3

Attachment 3b

The Operating Fund target is 37.5% of the average three year operating budget. Based on audited 2017-18, estimated 2018-19 and budget 2019-20 this would amount to $\$2.12M + \$2.20M + \$2.15M = \$6.47M / 3 = \$2.16M \times .375 = \$808,750$. Based on our most recent audit (2017-18) the Operating Fund currently stands at $\$670,290$. We are thus $\$138,460$ short of our target.

Note 4

The Defence Fund was established to provide a resource fund for the membership in the event of a strike or other dispute. Provided the Operating and Arbitration Funds have met their respective targets, surplus funds are to be transferred to the Defence Fund to meet its target level of 155% of the average three year operating budget. Investment income may be transferred to the Operating Fund, provided that the Defence Fund balance is in excess of 155% of the average three year operating budget. The current target amounts to $\$2.16M \times 1.55 = \$3.35M$. Based on our most recent audit (2017-18) the Defence Fund currently stands at $\$2.51M$. We are thus $\$838,000$ short of our

Note 5

The Arbitration Fund was established to provide sufficient financial resources for the membership to provide arbitration, or similar support. The balance of the Arbitration Fund is to be maintained at a minimum level that represents the estimated cost to YUFA of thirty days arbitration. Provided the Arbitration Fund has met its target level, funds are to be transferred to the Arbitration Fund to meet its target level of 7.5% of the average three year operating budget. Investment income may be transferred to the Operating Fund provided that the fund balance is in excess of 7.5% of the average three year operating budget. The current target is $\$2.16M \times .075 = \$162,000$. Based on our most recent audit (2017-18) the Arbitration Fund currently stands at $\$172,657$. We are thus $\$10,657$ over our target based on this information.

Table III - Course Releases

<i>Name</i>	<i>grantea re fiscal 17-18</i>	<i>grantea re fiscal 18-19</i>	<i>grantea re fiscal 19-20</i>
<i>Executive Officers</i>			
President-	2.50	2.50	2.50
V P Internal -	1.50	1.50	1.50
V P External -	1.50	1.50	1.50
Chief Steward -	2.50	2.50	2.50
Chief Steward -	2.50	2.50	2.50
Comm. Officer -	1.50	1.50	1.50
Interim Comm. Officer -	0.50		
Equity Officer-	1.00	1.00	1.00
Equity Officer-	1.00	1.00	1.00
Recording Secretary -	1.00	1.00	1.00
Treasurer -	1.00	1.00	1.00
Past President		0.50	0.50
Stewards Council Rep-	0.50	0.50	0.50
Stewards Council Rep -	0.50	0.50	0.50
<i>JCOAA / LRP Co-Chairs</i>	1.50	1.50	1.50
<i>Community Projects (Note 1)</i>			
Co Chair	0.50	0.50	0.50
Co Chair	0.50	0.50	0.50
<i>Caucuses' Reps</i>			
Race Equity -		0.50	0.50
Disability Caucus -		0.50	0.50
Aboriginal Caucus -		0.50	0.50
Queer Caucus (currently vacant)			0.50
<i>Bargaining Team</i>			
Chief Negotiator		1.00	
Chief Negotiator		1.50	
member		1.00	
member		1.00	
member		0.50	
member		1.25	
member		0.50	
<i>Libraries</i>			
member		0.50	
member		0.50	
member		0.50	
<i>AUPC</i>			
member			0.50
<i>Total (Notes 1 and 2)</i>	20.00	29.75	22.50

Note 1

Funding from the YUFA Trust Fund is used to provide the Community Projects releases (totalling 1.0)

Note 2

Total of 19-20 course releases = 22.5 less 7.0 (Employer's expense) = 15.5

One course release is \$22,911.75

15.5 FCEs x \$22,911.75 = \$355,132.10

Chief Stewards – Sheila Embleton and Maura Matesic

In 2018-19, we have, between us:

1. Consulted with, assisted, and represented YUFA members in contract-related matters: consulted with a large number of members with a variety of different concerns in areas such as tenure and promotion processes (including difficulties in advancing to candidacy, tenure denials and delays, difficulties in full professor cases including inability to assemble the requisite committees, files which wait a long time for the decanal letter of transmittal), dismissal, workload, teaching assignments, use of banked courses, how to make up courses owed or allegedly owed, sabbatical scheduling and pay, disputes over sabbatical credit, maternity and parental leave scheduling, requests for LOAWOP (leave of absence without pay) for various purposes, compassionate leave, inquiries about the salary anomalies exercise, disciplinary matters, research misconduct investigation, Appendix P stipend and release issues, problems with research accounting and Concur, problems with grant administration, member-to-member disputes, transfers between units, cross-appointments, chilly climate and harassment issues and complaints falling under Appendix Q, various infrastructural support/working conditions issues, unplanned and short-notice office moves whether of individuals or whole units, copyright, workplace accommodation, irrevocable reduced load, retirement benefits, sick-leave/long-term disability benefits, graduated returns to work following LTD, life insurance continuation for retirees post-71, chair and master search process, decanal intervention in hiring processes (particularly in shortlisting and determination of conflict of interest), AA issues in hiring processes, etc. We continue to support members named in the Access Copyright lawsuit against York University. Typically these issues are handled confidentially, without grievance (while protecting that option if needed); in many cases the advice provided has enabled the YUFA member to reach a satisfactory solution without further intervention from us, often without even a complaint stage meeting. There are however many complaint stage meetings. Sometimes the matter goes on to grievance, but may be resolved (with minutes of settlement) without any need for arbitration, or may be resolved as a mediation before arbitration. In addition, we worked on a number of policy grievances, bringing these to the attention of the YUFA Executive, who then voted to grieve on behalf of YUFA. Listing new as well as ongoing/unresolved grievances that began earlier, these included: copyright/document preservation, CV exercise and performance evaluation, workload changes without proper process, CLA renewals for less than 12 months, severe reduction in GA support, pension undercontribution, etc.
We also work with prospective members as they negotiate their letters of offer, and with continuing members as they move from CLA to tenure-stream status, or attempt to switch streams. We also worked with the CUPE conversion appointees, a process fraught with an erosion of previously granted rights, such as sabbatical before tenure.
2. Between grievance and arbitration there can be the Dispute Resolution Process, if both parties agree. In the past few years, the Employer has not wanted to engage with this option, but this year and last year we have laid some groundwork to use this process more frequently and have participated in several Dispute Resolution Committee Hearings. This is a positive development.

Attachment 4

3. Worked on several arbitrations resulting from grievances; there are currently ten grievances at arbitration:
 - a) There are several grievances, both individual and policy, underway. The most significant involve GA support and departmental workload documents. In total there are 14 policy grievances active.
 - b) We have an ongoing policy grievance on the removal of GA support two years ago.
 - c) For the first time in at least a decade, we returned to the arbitrator who had remained “seized” of a settlement mediated by that same arbitrator a number of years before, because in our view the Employer had frustrated the joint process intended to resolve that dispute.
 - d) We have filed for intervenor status on AA issues and other procedural problems arising from a hiring, and in a complex case involving member-on-member complaints; both of these are currently at HRTO (Human Rights Tribunal of Ontario). In total, YUFA is intervenor on five complaints before the HRTO.

In our work described in (1), (2), and (3) we have worked closely with YUFA staff and lawyers (Goldblatt Partners), and truly appreciate their knowledge, wisdom, and support. In particular we work most closely on the largest number of cases with Kristin Skinner. We do work on our increasing number of cases with other staff as well, Erin Black, Jeff Braun-Jackson, James Clark, and Sonja Killoran-McKibbin. We want to most sincerely acknowledge the huge support, wise counsel, and tremendous hard work, sometimes in quite difficult circumstances, from all the staff and GP over this past year.

4. Assisted with the work of Stewards Council
 - a) during discussions of members’ concerns
 - b) providing reports and updates on grievances and areas of special concern or interest
 - c) ratifying the election/appointments of members to various positions and subcommittees throughout YUFA
 - d) discussion of collective bargaining implementation and eventual preparation.
5. Participated actively in regular meetings (every two weeks) and special meetings of the YUFA Executive.
6. Worked with members on the numerous items best described as fallout from the CUPE 3903 strike, e.g. remediation pay, course cancellations, various other remediation issues.
7. Participated in meetings, caucuses and deliberations of the JCOAA, including its subcommittees such as on Long Range Planning.
8. Attended regular monthly meetings and occasional extra meetings with YUFA staff and Leanne DeFilippis (Interim Executive Director, Faculty Relations) and Mihaela Stancescu (Senior Advisor, Faculty Relations; replacing Associate Director Noura Shaw during this past year), at which we review concerns and grievances in an attempt to find quicker and less formal resolutions than full grievances. In the last year, after half a dozen years of increasing lists, our ongoing list has

Attachment 4

shrunk ever so slightly, and we attribute this to Leanne having cleared up a number of items that were one iota from being wrapped up under former Executive Director Barry Miller, and just in general being faster to follow up on items.

9. Attended biweekly meetings on Accommodations, Complaints & Grievances. Although things are better than they were a year or two ago, it is still shocking how much time routine matters take to move forward on the part of the Employer
10. Attended meetings and workshops of OCUFA's Grievance Committee (twice per term); attended annual meeting of CAUT Grievance Officers; gave CAUT Grievance Handling Workshops (helping train grievance officers at other institutions – Brock, Manitoba, Windsor).

Concerns:

- a) Rising number of files at all stages (inquiries, consultations, complaints, grievances, arbitrations). There are currently over 100 open files. Length of time that files remain unresolved, leading to increased stress on members and compounding of the original issue (this was also a concern in at least the last five AGM reports)
- b) Number of members being called in for discipline or what is reasonably interpreted as discipline, often when the meeting agenda was something else or not announced; other aspects of the process also improper, such as not providing copies of written complaints or extreme delay in doing so (this was also a concern in at least the last five AGM reports)
- c) Rising number of problems with coming on/off sick-leave or LTD, receiving “bridging” salary while waiting for Sun Life to make its decisions about LTD, appeals of LTD denial, getting correct workplace accommodations, filling out EWB's forms. This had been complicated by the ever-changing staff in EWB, but now is working much better under stable staffing (Jamie Lupton).
- d) Apparent lack of concern on the part of senior academic administrators for smoothly functioning labour relations. One indicator of this is the increasing desire (or even need) for faculty members to have a YUFA representative advise them first and then accompany them to any meeting with any senior administrator or EWO, even for what used to be considered routine matters (this was also a concern in the last three AGM reports, but it is getting worse). Often YUFA members contact YUFA first, rather than the Employer, even for routine questions or matters where formerly no problems would have been anticipated – and this adds considerably to the workload of the YUFA staff and the chief stewards, and gives rise to a feeling that we are doing the Employer's work for them.
- e) Several cases where senior administrators have announced, implemented, or tried to implement what YUFA sees as restructuring without adequate attention to the Collective Agreement sections on this topic (rights of members, consultation with Long Range Planning Committee of JCOAA, practice of collegial planning and discussion).
- f) Length of time that promotion or tenure-and-promotion files can take, mostly because of the time waiting for the Dean's letter of transmission, and in some cases failure to initiate the process in a timely manner.
- g) There is a rising number of cases under harassment, with an ensuing formal (quasi-) disciplinary process (itself a problem) when such matters would have formerly been solved in less formal more collegial ways or not have become so serious so quickly. Procedures are often not clear,

Attachment 4

and often the dean/associate dean involved has had absolutely no training in these kinds of investigation. There are five active formal investigations underway.

JCOAA/LRP Report to the YUFA Annual General Meeting

APRIL 24, 2019

BY MIRIAM SMITH, JCOAA/LRP YUFA CO-CHAIR AND THE JCOAA/LRP YUFA CAUCUS INCLUDING SHEILA EMBLETON, CHIEF STEWARD, ELLIE PERKINS, EQUITY OFFICER, SHARON WANG, REPRESENTATIVE OF MEMBERS-AT-LARGE.

What is JCOAA/LRP?

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).

Thanks to YUFA's outstanding staff

Thanks to all YUFA staff who assisted JCOAA/LRP directly or indirectly this year, but especially Sonja Killoran-McKibbin, the staff member supporting JCOAA/LRP.

Agreements with the employer

- agreement on the application of AA principles to CRC hiring
- agreement on Indigenous hiring guidelines for both AA and dedicated Indigenous hiring
- agreement on strike-related T & P stop-out upon the request of a member
- agreement on compensation for overwork for members following the CUPE 3903 strike
 - the employer contested the application of compensation for Appendix P positions. YUFA's position is that the 2015 agreement on strike-related overwork compensation applies to both teaching and administrative duties, including Appendix P work.
- agreement regarding categorization of Osgoode Librarian Heads
- increased course release for YUFA members of joint health and safety committees in recognition of increased membership under new structure.
- YUFA has repeatedly requested improved communication between the employer and members. Some progress has been made. For example, a messages have been sent by the JCOAA co-chairs to all members on the new PER provisions

Items from Memorandum of Settlement with the employer, October 2018

- 1) teaching stream – discussion of potential changes to T & P standards
- 2) equal pay – implementing the agreement on equal pay before October 2019
- 3) Appendix S – reviewing course release for academic administrative positions
- 4) Black faculty hiring – making recommendations on how to enhance the representation of Black faculty at York by October 2019
- 5) Disability Task Force – making recommendations by October 2019 about how disability accommodation for faculty can be improved
- 6) YUFA membership for faculty on Board of Governors.

Communication to members

- 1) JCOAA and the employer agreed on explanation of new PER procedures
- 2) employer will send revised expense guidelines after YUFA questioned the procedures through which we were asked to validate PER expenses as related solely to research, rather than to administrative and teaching duties
- 3) JCOAA has requested that members receive their ARMS printout annually to prevent disagreements over teaching load
- 4) JCOAA has requested that pay stubs include information on pension contributions and credited pensionable service in order to avoid mistakes in the calculation of pensions
- 5) JCOAA and the employer are discussing policies on office relocation
- 6) JCOAA and the employer are discussing policies on workplace harassment.

Long Range Planning Issues

- 1) Enrollment
- 2) Complement
- 3) Markham
- 4) Glendon Restructuring
- 5) STS pause on enrollment
- 6) FES/Geography merger

LRP (con'd)

- 7) SHARP
- 8) SMA 3
- 9) FGS Restructuring
- 10) Libraries Restructuring
- 11) IIRP Implementation Plan
- 12) School of Nursing Proposal to Relocate to Vaughan
- 12) Project Benchmark survey on facilities.

Motion: Use of LTD Funds to Pay Legal and Actuarial Costs

Richard Wellen moves and Arthur Hilliker seconds that the Executive bring the following motion to the next GMM for membership approval:

Motion:

YUFA is currently involved in initiatives to negotiate and introduce indexing of Long Term Disability (LTD) and pension benefits and to make related improvements to these benefits plans for employees. The YUFA Executive moves that the funds withdrawn from the LTD surplus, which have been placed in reserve for benefits improvements and other purposes approved by the members, be made available to pay for legal, actuarial and other professional consulting fees that YUFA has and may incur in the aforementioned initiatives.

Rationale:

YUFA has set aside surplus funds from the YUFA LTD plan. These funds can be used for any purpose that the members specifically approve. Since these funds were originally collected to pay for YUFA benefits it is appropriate that the significant extralegal and consulting services that YUFA requires for negotiating improvements to our LTD plan and pension plan be supplied from these funds rather than from the annual budget allocation for legal and professional expenses.