

YUFA Bargaining Unit Visits – Focus on Fundamentals

1. Salary and Compensation:

- **Benefits** have been stagnant at York: Benefits amounts have not increased either and many health practitioners are currently not covered under the benefits plan (**social workers; psychiatrists; occupational therapists; psychotherapists**).
- **Salary** increases in the last round of bargaining were miniscule and below the cost of living index for Toronto. PER has not increased in recent years; PTR was bumped \$50 in May, 2017 after being frozen for years.

2. Teaching load:

- **2.0 FCE teaching load for professorial stream faculty:** For those currently above that level
- **3.0 FCE teaching load:** For alternate stream faculty.
- *Teaching load must be in line with disciplinary standards across the province. York is one of only a handful of universities where faculty in the arts teach more than a 2.0 FCE load. What was achieved in the last round requires applying for a teaching load reduction.*

3. Retired YUFA members:

- **Benefits** for retired members are significantly lower than those for active members.
- **Pension Indexing:** *YUFA members face significant financial challenges as a result of weak pension indexing and a retiree benefits package that is much weaker than what active members pay, and which also costs more money than before. Most members forget that the pensions received after retirement depends very heavily on the annual indexing provisions of their pension plan. Since the late '90s the York Pension Plan (YPP) has had very weak annual indexing adjustments after retirement, which have been made weaker by changes to the indexing formula that the administration demanded four years ago. As a result, the typical York faculty member can expect pension benefits paid over a 20 year retirement period that are approximately \$175,000 lower than a Ryerson colleague who has had similar career earnings. In short, the university is saving money on the backs of retirees in ways that most members have not perceived. Why is it that after working decades at York retired members are treated as an afterthought?*

4. Collegial Governance:

- Decanal privilege to change short list in hiring procedures
- Decanal privilege in changing Tenure and Promotion Committee's recommendations

- Scarcity of Governance documents (or updating existing documents): these should include parameters of power of unit Chairs, Directors as well as decanal prerogatives
- *Collegial Governance has continuously eroded over the past two decades at York. More and more decision- making is in the hands of senior administrators and Deans. Departments and Faculty Councils are being shut out of the collegial process for hires and senior administrative reviews. Searches remain closed.*

5. **Downloading Administrative Work onto YUFA Members**

- Staff support for YUFA members to carry out their teaching, research and service responsibilities has been declining over the last several years.
- The result is that YUFA members are required to spend more time doing work that is the responsibility of staff.
- York's President wants faculty to be research-intensive. How is this possible when our members are engaging in administrative work normally performed by YUSA members?