

JOINT COMMITTEE ON THE
ADMINISTRATION OF THE AGREEMENT
(JCOAA)

MINUTES OF MEETING HELD

December 7, 2012.

390 York Lanes

Association: Ida Ferrara, John Amanatides, Brenda Spotton Visano (Co-Chair), Sheila Embleton, Leslie Sanders, Heidi Bishop

Employer: Barry Miller (Co-Chair), Rhonda Lenton, Alice Pitt, Martin Singer, Don Hastie Hyacinth James

Chair: Barry Miller

Recording Secretary: Hyacinth James

JCOAA

PRASE (Process Re-engineering and Service Enhancement)

Gary Brewer, Vice-President Finance and Administration and Rhonda Lenton in her new role as Vice-President Academic and Provost attended the meeting to have further discussion on certain aspects of PRASE and to respond to any follow up questions the Association might have as a result of the November JCOAA meeting presentation on PRASE.

The Association reiterated that there were benefits of having consultation with the Association to help shape and inform the matter at issue. The Association gave the example of the employee engagement survey, indicating several YUFA issues could have been addressed if the Association was consulted in the early stages of its development.

The parties agreed to include PRASE as a standing item on the JCOAA agenda and G. Brewer and R. Lenton indicated that they would convey this point at the next PRASE steering committee.

Smart Buy Program

The Association requested confirmation of whether the use of Smart Buy will be optional for faculty. The Employer indicated that the use of Smart Buy is optional at present and that there would be discussion before a decision would be made to make its use mandatory.

Budget

The Association expressed the view that there were significant costs attached to the PRASE initiative and that in light of the University's budget constraints these costs might present further budget concerns.

G. Brewer advised the Committee of the three years of funding set aside for PRASE in the budget and projected savings from PRASE in the operating budget. YUFA agreed there are many ways to do things better citing the example of savings from paper to electronic fund transfer but questioned the objectives on the financial side of the cost of PRASE vs opportunities given up. R. Lenton described the role of the Steering Committee in monitoring the savings and achievement of efficiencies and noted that it is also concerned with the balance between savings and efficiencies. It was also clarified that the project director positions in PRASE were of a temporary nature and the focus was to hire internal staff.

LRP

College Restructuring

The Employer indicated its intention to invite Harvey Skinner, Dean, Faculty of Health, to provide an update on the Stong and Calamut Colleges restructuring and clarified that this initiative is not part of PRASE.

JCOAA

LA&PS – Chairs

The Association enquired about the reports they received from the Chairs in LA&PS that their roles and responsibilities were changing. Examples cited included ownership of cost structures and membership on hiring committees for the appointment of staff. Concern was also expressed with respect to the impact of space planning potentially resulting in the placement of administrative staff in open pod structures on access to confidential materials.

M. Singer, Dean of LA&PS, indicated that he is in the process of reviewing the matter.

York Research Chair (YRC) Program

R. Lenton provided an overview of the YRC Program and intended focus of the CRC program on external candidates.

The Association expressed a concern that the YRC program gave the appearance that the University's interest was only in promoting "stars," noting the relatively small size of the research release program negotiated in the current collective agreement. The Employer indicated that the YRC program is intended to complement the provision of research releases through the negotiated collective agreement program and existing Faculty programs.

The Association also expressed concern about how the program was announced at the November Senate meeting and indicated that it hoped that it would have an opportunity for input. The Association further noted that it will be important to consider the roll out of the program, citing Affirmative Action/Employment Equity considerations. Reference was made to the previous CRC Protocol signed by the parties.

The Employer also indicated that it will provide the Association with a draft of the YRC Program proposal for a fuller discussion on the item at the January meeting. It was agreed that Vice-President Research and Innovation Robert Hache will attend for the discussion.

I&D Survey Report

The Parties acknowledged the work of Ida Ferrara, Rhonda Lenton and the Task Force. The Faculty Association advised that it was planning to make the report available to its members electronically. They agreed to copy B. Miller on the email to their members regarding the report.

Workplace Harassment and Workplace Violence Policies and Prevention Programs

It was reported that the sub group agreed to at the November meeting of JCOAA was scheduled to meet in December.

Elimination of Per Diem

B Miller reported that the item is under active consideration and that further consultations are taking place with faculty groups.

Faculty Concerns – Lack of timely responses by Deans’ Offices to faculty queries

The Employer reported that the matter was raised at a recent Deans’ meeting and that there was an appreciation of the issue.

Employee Engagement Survey

The Association enquired as to how the results will be used and shared. They also indicated that quite a few members reported not receiving the survey and that some concern was reported regarding questions relating to the unit and role of the chairs.

Barry Miller indicated that the intent is to share the results broadly and have follow up meetings with each of the employee groups. He will get back to the Association with more detail as it is available.

Policies and Procedures Re Full-Time Faculty Teaching in LA&PS

The Parties began discussion of the document with the purpose of exploring whether the Association’s concerns might be resolved.

The parties agreed that the Co-Chairs should have a discussion regarding how to proceed with the document.

M. Singer added that any discussion on this matter had to be subject to the understanding that the Employer asked the Association for input over a period of four months. The Association expressed importance of having the rationale for various of the policies.

Minutes

The minutes of November 9 were approved and the meeting was adjourned.