

JOINT COMMITTEE ON THE
ADMINISTRATION OF THE AGREEMENT
(JCOAA)

MINUTES OF MEETING HELD

June 24, 2016

390 York Lanes

3:00 p.m. – 4:30 p.m.

Association: Alidad Amirfazli, Richard Wellen (Co-Chair), Sheila Embleton, Frances Latchford

Employer: Barry Miller (Co-Chair), Alice Pitt, Harvey Skinner, Noura Shaw

Chair: Barry Miller

Regrets: Miriam Smith, Kean Birch, Andrea Harrington

Minutes

Minutes of the April 22, 2016 and May 16, 2016 meetings have been received and will be approved at the next meeting.

JCOAA

Concur

There are no new updates at this time. B. Miller is continuing to work with the Finance Department regarding the issues and suggestions raised in the communication from the YUFA JCOAA Co-Chair. The Employer is also continuing to reviewing the Association's suggestion, which would include a "pop-up" window setting out the guidelines for professional expense reimbursement to enable faculty to check off that their purchase complies with the guidelines.

The Association raised a concern regarding the approval process. It was discussed that some faculties have been told that they will not accept any paper based requests. The Association also inquired whether those tasked as "approvers" can be reminded to approve the submitted request. B. Miller to follow up on these items.

Joint Committee on Affirmative Action (JCAA) – Report of Visible Minority Data by Academic Unit

B. Miller has received a report of visible minority data by academic unit and will distribute the report shortly.

Incentive Program for the Recruitment of Aboriginal (Indigenous) Candidates

The Employer has finalized the call for appointments under the Incentive Program for recruitment of Indigenous candidates and will be sending it out shortly. The Employer made revisions to the call based on the Association's input. B. Miller will send a copy of the final version to YUFA.

Pension Calculations During Sabbatical

The Employer has retained Aon Hewitt, the University's new Plan actuary, to review the records of affected plan members during the time periods at issue and indicated that it would continue to update the Association, as it was gathering data to understand the scope of the issue.

The aim is to conduct a preliminary analysis of a good selection of the data, and then to go back and review the larger picture. Once the analysis has been conducted and finalized, the Employer will share a report with the Association on how to resolve the issues for the affected colleagues.

Sexual Violence Policies and Procedures

The parties agreed to keep this topic as a standing agenda item.

The Employer will invite representatives from the Community Safety Council to attend the September JCOAA meeting. It is the Employer's hope that R. Castle can attend this meeting (as a representative of the Community Safety Council) to provide an update on procedures that need to be in compliance with the new *legislation* by January 1, 2017. The Employer's aim continues to be completion of the consultation phase and to have procedures ready in September, for approval in October. This will provide time for any revisions that may be necessary based on the final legislation that is passed for implementation by January 1, 2017.

The Employer indicated that there are three committees within the University that address this topic. The committee names are as follows:

1. The Working Group on Sexual Violence
2. The Community Safety Council
3. The President's Advisory Committee on Inclusion

Article 18.15 Implementation

The Employer noted that there is value for the Deans in each of the Faculties to ensure consistency in the approval process for unit qualification criteria. The Collective Agreement is clear and addresses the avenue that should be taken should there be items in dispute.

B. Miller will speak to the Deans and the Provost to ensure a common understanding and standard application of the implementation.

Appendix P Classifications

Two positions were brought forward for discussion by the Committee. The first is the Director of the MRI Lab. The Committee agreed to the Employer's proposal to reclassify the position from Category 6 to Category 4, resulting in an increase in the course load reduction from a 0.5 FCE to 1.0 FCE. The

second position that was discussed is a 1 year appointment as special advisor to the Dean of Science on Life Sciences Infrastructure. The Committee agreed on a without prejudice or precedent basis to the treatment of this role as an outside professional activity and outside of Appendix P.

Appendix P – Working Group

The Employer indicated that the colleagues who will be on the committee have been identified. There will be a total of three committee members. Once the colleagues confirm that they are in agreement to be on the committee, their names will be forwarded to the Association.

LRP

SHARP

The Employer indicated it would provide the finalized budget numbers to the Association as soon as they become available.

Institutional IR Plan

The Employer indicated that all Faculties, save Environmental Studies, have posted their plans on the Institution Resource Planning Site. The Employer will follow up in regard to the Faculty of Environmental Studies Plan.

New Campus

The Employer will distribute an updated organizational chart which illustrates the new Academic Curriculum Coordinating Committee. This committee is comprised of individuals who are classified as “program leads”. The Employer will also share the timelines for the development of proposals as they are available.

Faculty of Graduate Studies Revisioning and Proposed New Graduate Student Funding Model

It was agreed to have this item as a standing agenda item.

The Employer noted that there are no reported changes at this time regarding the timing for the planned implementation of the new funding model. The new model will roll out in the 2016/2017 fiscal year. Once the details of the new funding model have been finalized they will be shared with the Association.

The Association inquired about the issue of support for ORUs. The Employer noted that there have been preliminary discussions about ORU administrative support.

A YUFA representative continued to raise a concern about funding of international graduate students in Lassonde, indicating that he understood that some international graduate students would be shifted to part-time status to remove their eligibility for continued funding.

The Employer indicated that it would seek information about the issue.

Complement Policy/Call for Appointments

The Employer indicated that the regular call went out on May 30th. It is anticipated that the incentive program will go out on June 27th. It was an oversight that the one call went out before the other this year. It is the Employer's hope that the units will not only revise their Affirmative Action plans in respect of the introduction of the new threshold for visible minorities (racialized groups), but that they will also revisit their plans in regard to the recruitment of Indigenous candidates.