

JOINT COMMITTEE ON THE
ADMINISTRATION OF THE AGREEMENT
(JCOAA)

MINUTES OF MEETING HELD
December 6, 2013.

390 York Lanes
1:30 – 3:30 p.m.

Association: John Amanatides, Brenda Spotton Visano (Co-Chair), Leslie Sanders, Frances Latchford, Sheila Embleton, Andrea Harrington

Employer: Barry Miller (Co-Chair), Don Hastie, Alice Pitt, Harvey Skinner

Chair: Barry Miller

Regrets: Hyacinth James, Heidi Bishop

Minutes

The Minutes of November 8, 2013 were approved.

JCOAA

Appendix P: Bridging Coordinator in School of Gender, Sexuality and Women's Studies and Research Data Centre (RDC) Director; frequency of review of program sizes

- a. The parties confirmed the placement of the Bridging Coordinator position in the School of Gender, Sexuality and Women's studies in Category 11 of Appendix P.
- b. Based on the information conveyed by the Faculty Association at the previous meeting regarding the provision of course release for directors of RDCs at other universities and the University's desire to increase the level of activity at the York RDC, the Employer proposed to place the Director position in Category 11, by which a 0.5 FCE release will be provided, as an initial categorization. The VPRI will develop categorization criteria based on the RDC's level of activity and will forward the criteria to JCOAA once developed. The RDC position will then be reviewed and categorized according to the criteria. The Association indicated that the proposal was agreeable but conveyed that it would like the intended length of the term of the appointment of the director under category 11 prior to signaling formal agreement. The Employer indicated that it would provide the requested information.
- c. The Employer indicated that it saw the merit in having program sizes updated annually; at issue, however, is the timing of the adjustment of categorizations. The Association indicated that it prefers an approach by which recategorization would be implemented during an individual's term if the program size increases but would remain as is until the end of the term in the event of a decrease

in program size. Discussion then focused on the timing of the count and the implementation of changes. The Employer indicated that it will bring back a proposal around timing in January.

Welcoming statement

The Association reaffirmed its commitment to expanding the AA categories to include sexuality and gender diversity. The Association presented 3 options with alternative wording:

- 1) York University is strongly committed to employment equity and to recruiting a socially diverse faculty and staff. The University welcomes applications from Aboriginal persons, members of visible minorities, persons with disabilities, persons of diverse genders and sexualities, and women. The Affirmative Action (AA) program can be found on York's website at www.yorku.ca/acaddjobs or a copy can be obtained by calling the AA office at 416 736 5713.
- 2) York University strongly values diversity and welcomes applications from Aboriginal people, visible minorities, people with disabilities, gender and sexual minorities, and women. The University's Affirmative Action (AA) program can be found at www.yorku.ca/acaddjobs or by calling the AA office at 416 736 5713.
- 3) York University is an Affirmative Action (AA) employer and strongly values diversity, including gender and sexual diversity, within its community. The AA program, which applies to Aboriginal people, visible minorities, people with disabilities, and women, can be found at www.yorku.ca/acaddjobs or by calling the AA office at 416 736 5713.

The Employer will take back these for further discussion with the aim of finalizing wording in January.

Article 18.15 Research Release Program

The issue was raised about the disposition of unused releases in a given exercise. The parties agreed that Article 18.15 anticipates that unused releases will be carried forward into the next year and will make up part of the total pool of available releases to be distributed proportionately across participating Faculties.

Experiential Education and First Year Experience

Discussion papers on the above-noted topics were forwarded to the Association to provide an initial opportunity for the Association to identify any potential collective agreement issues or concerns. The Association understood that a new draft of the First Year Experience discussion paper was imminent and so had not considered the existing draft.

The Association noted that the Experiential Education discussion paper is a high level document and concrete strategies will need to be developed. The impacts on the Collective Agreement would be clearer as these strategies are developed. At the same time, the Association noted that it could envisage intersections with a variety of collective agreement provisions and requested that the Employer indicate what it sees as the implications for workload, Appendix P, service responsibilities and academic freedom, among other possible issues, as it develops experiential education strategies. At a more general level, the Association indicated that it would welcome an indication from the Employer of how it is taking collective agreement issues into consideration as it develops strategies for experiential education and other larger initiatives, including the first year experience.

Notice of Change in Practice

The Employer tabled notice that 2013 will be the last year that individuals who reach the annual CRA limit on pension contributions will receive lump sum payments for the amount that the University would have contributed had the CRA limit not been reached. The notice was received. The association asked for an indication of the savings that would accrue and whether the Employer sees any other such programs that are likely to be discontinued. The Employer indicated that it was not aware of other such programs.

Copyright Compliance

The Employer requested an update of the Association's consultations with members in regard to the possible copyright compliance regimes identified by Patricia Lynch in her presentation at the November meeting of JCOAA (random audits of faculty e-course sites vs. a required "compliance check off" when posting materials to the site). The Association reported that its first opportunity to consult with Stewards' Council was the morning of December 6th and that it would not be in a position to report back until the January meeting.

LRP

New Budgeting model

Alice Pitt updated the committee on the status of the new budget model. She reported that consultations with the Deans have concluded and that based on feedback from the Deans, a small number of matters remain to be resolved.

Academic and Administrative Program Review

Alice Pitt updated the committee on the status of the discussions regarding the data collection for the AAPR. A. Pitt reported that the Provost submitted a proposal to APPR by which two members of APPR and two Senators to be elected by the full Senate would join the AAPR Academic Subcommittee responsible for developing the template to be used in the academic program data gathering exercise. APPRC concurred with the proposal and a call for nominations for the two Senators at large to serve on the Subcommittee will be announced at the Senate meeting. The election deadline for the two members will be January 8th.

The two senators who had earlier drafted a motion to establish an ad hoc Senate Committee to develop the template and with whom the Provost has had discussions to see whether a mutually agreeable resolution of the question of who should develop and approve template to be used for the data collection could be reached were advised of this development and expressed appreciation of the initiative as an effort to be responsive to the concerns giving rise to their motion.

The JCOAA Co-chairs will discuss when it will make sense for the Provost to return to JCOAA to provide an update on the AAPR.

Stong and Calumet Colleges.

The Employer informed the Association that it will be proceeding with a two Master model- one Master per College-- for the two colleges. Dean Skinner noted that this decision reflected feedback from

students and fellows. He pointed out that the new programming in the Colleges has been well received but that there is a desire for each College to have its own Master.

The Association inquired whether there would continue to be academic advisors in the Colleges, and the Employer indicated that the positions were unfilled. The Association expressed concern about the possible encroachment of non-academic staff positions into bargaining unit work in regard to the position of student success coordinator. The Employer indicated that it does not believe that the student success coordinators are inappropriately taking up bargaining unit work.

Other Business

Alternate Stream

On a without prejudice basis, the Association made the following comments. It continues to hold the view that 3.0 FCEs is an appropriate teaching load for alternate stream faculty. It recognizes that there is no stipulated teaching load in the collective agreement. It further noted that in negotiations for the renewal 2012-15 collective agreement, costings related to the alternate stream were based on a 3.0 FCE teaching load. It indicated that since negotiations, partly in response to concerns raised by the Association regarding the intent expressed by the Employer to appoint alternate stream faculty at a 4 FCE teaching load, the Employer has conveyed a willingness to appoint alternate stream faculty in units with no previous alternate stream at a 3.5 FCE load.

The Association understands that principal control over the specific make up of workload resides at the level of the hiring unit and that a distinction can be drawn between teaching load and course load. In particular, Article 18.08 of the Collective Agreement specifies that activities other than course teaching can count toward fulfilment of teaching load obligations. The Association indicated that this distinction between course load and teaching load may provide an avenue for addressing alternate stream workload concerns. There may therefore be scope for working within teaching load documents, but there remain cases in which unit teaching load documents have yet to be approved by the Dean.

The Association indicated that it has many concerns about a 3.5 FCE teaching load, foremost among them the potential challenge such a teaching load could present in regard to the tenure and promotion process. The Association noted that the requirement to attain excellence in the area of teaching as a tenure criterion for alternate stream faculty currently coexists with a 3.0 teaching load. In contrast, newly appointed alternate stream faculty could face up to 7 new course preparations at a 3.5 FCE teaching load.

In light of the Association's concern in regard to the T&P process, it encourages the Employer to extend the current practice of providing a 0.5 FCE teaching load reduction to newly appointed professorial stream faculty to alternate stream faculty; in the case of alternate stream faculty, the Employer is specifically encouraged to provide a 0.5 FCE reduction through to the end of the probationary period.

The Meeting was adjourned.