

Workplan Progress Report President - Richard Wellen

During the past year I have worked in a number of areas to fulfil my 2014-15 workplan and the responsibilities of the office of YUFA President. These included:

1. **YUFA Governance and Administration.** Coordinated the work of the association, working alongside an extremely energetic, active and committed team of Executive members, committee members, Stewards' Council and Staff.
2. **Membership Consultation.** Conducted a number of department visits in which members were given a chance to provide feedback on bargaining issues and also the AAPR exercise which was a major concern in many units and Faculties. It is hoped that this exercise will form a regular part of the bargaining preparation process in the future.
3. **Bargaining Preparation.** Played a major role in developing our bargaining survey (along with a very hard-working and talented survey committee) and analyzing its results. Played the lead role in reviewing the collective agreement, conducting bargaining-related research and drafting the primary negotiating positions (PNPs) that will form the basis of YUFA's package of proposals in the upcoming round of bargaining with our employer. Brought this package to a meeting in early 2015 for membership discussion and approval.
4. **Program Prioritization and AAPR.** Played a leading role in YUFA and on campus in raising critical questions regarding the AAPR exercise. This process showed the importance of YUFA representation on Senate and also the role our Association can play in defending collegial governance and accountable and transparent academic decision-making and planning at our university.
5. **Pension issues.** Continued to work with other York employee groups on issues related to changes with the York University Pension Plan. Played a significant role in policy discussions within OCUFA on the prospects and potential limits associated with the project of forming a province-wide "joint-sponsored" pension plan.
6. **Analyzing York's Finances.** Worked with our Financial Information Subcommittee (FISC) to develop a more transparent and revealing look at York's financial situation. Brought YUFA's analysis of York's financial statements into discussions at Senate and other collegial bodies.
7. **Reports and Communications.** Drafted a number of pieces and reports to the membership on York's finances, AAPR, recent trends and controversies within the postsecondary sector in Ontario and Canada, and more broadly. Helped draft YUFA's statements and advisories to members during the CUPE 3903 strike.

8. **Activities During CUPE 3903 Strike.** Worked with our Executive, Staff and JCOAA co-chair to keep members informed of their rights during the CUPE 3903 strike and to negotiate an understanding with the employer that faculty members are responsible for decisions about the academic integrity of their courses. Played a leading role in collegial bodies in advocating for these rights of faculty members. Acted as lead spokesperson for the Association with media during the CUPE 3903 strike through television, radio and print interviews.

9. **National and Provincial Associations (CAUT and OCUFA).** Attended a number of meetings of Faculty Association presidents organized by CAUT in Ottawa. Was similarly active in OCUFA, including that organization's Queen's Park lobbying program.

Vice-President External
Work Plan Progress Report
2014-15

The responsibilities of the VP External span a great diversity of issues and relationships. I have attended YUFA Executive, Stewards' Council, Labour-Management Committee, and General Membership meetings. I also represented YUFA at many meetings of groups and organizations on campus and off, including OCUFA, CAUT, NUCAUT, Toronto and York District Labour Council, the Ontario Federation of Labour, and the Canadian Labour Congress. Over the past year I have also worked on the following issues:

1. Program Prioritization

- Monitored the process of discussion and implementation of the AAPR
- Helped to strategize about a YUFA response, specifically chairing a working group of YUFA representatives and Senators.
- Organized a survey of AAPR authors and compiled a report of the findings.
- Participated in provincial and national discussions and critiques of program prioritization, specifically in a monthly meetings of representatives from several Ontario faculty associations and in addresses to forums organized by Dalhousie and Wilfrid Laurier faculty associations.

2. Collegiality

- Worked to strengthen the institutions and processes of collegial decision-making at York, particularly Senate and Faculty Councils.
- In particular, helped to nurture the new Faculty Caucus in Senate.
- During the debates over AAPR and during the CUPE 3903 strike, helped to defend the role of Senate in decision-making.
- Contributed to and coordinated the YUFA task force on a strategic vision for the university, which was released in January.

3. Solidarity

- Helped to build Cross Campus Alliance of unions and student groups, including a successful engagement with students during September orientation.
- Chairing a sub-committee of the Executive to meet with CUPE 3903 and to discuss the issue of casualization of academic labour.
- Worked on liaison with CUPE 3903 during its strike.

- Maintained links with the broader labour movement.

4. Campus Safety and Security

- Participated in discussions of safety and security in the Community Safety Council.

5. Community Project Support

- Supported to work with YUFA's Community Projects Committee to support community-building projects.

6. Defending Science

- Continued to participate in the organizational and educational work of Scientists for the Right to Know.

7. Building a Knowledge Base in our Association

- Attempted to keep our stewards and executive members well aware of new reports, articles, and other pertinent documents on current issues in post-secondary education, as well as new developments at other institutions.

Chief Stewards – Sheila Embleton and Penni Stewart

In 2014-15, 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 tenure denials and failure to advance to candidacy), workload, teaching assignments, use of banked courses, sabbatical scheduling and pay, maternity and parental leave scheduling, requests for LOAWOP (leave of absence without pay), compassionate leave, disciplinary matters, Appendix P stipend and release issues, Appendix O (graduate supervision credit), problems with research accounting, member-to-member disputes, faculty transfers, cross-appointments, chilly climate and harassment issues, various infrastructural support/working conditions issues, copyright, workplace accommodation, irrevocable reduced load, retirement benefits, sick-leave/long-term disability benefits, chair and master selection process, decanal intervention in hiring processes (particularly in shortlisting and determination of conflict of interest), etc. Typically these 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. Sometimes the matter goes to grievance, but may be resolved (with minutes of settlement) without any need for 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: employee engagement survey, YUFA-E holding Appendix P positions, denial of Appendix P position to CLA and pre-tenure members, copyright/document preservation, CV exercise and performance evaluation, workload for the alternate stream in units that don't currently have alternate stream, etc. We also took up multiple complaints related to tenure delays and several complaints related to delay decisions in promotion to Full Professor (some subsequently received tenure and/or promotion; several are still in progress). Two article 15 (dismissal for cause) cases have been brought by the University against members in the past year. There is also one case under Appendix Q (harassment) in progress.
2. Between grievance and arbitration is the Dispute Resolution Process. This year we participated in no Dispute Resolution Committee Hearings, but there was continued follow-up to ensure the implementation of a Dispute Resolution Committee resolution from the previous year.
3. Worked on several arbitrations resulting from grievances:
 - a) there are three arbitrations underway and one to be scheduled, all resulting from denial of tenure.
 - b) there are six further grievances, several relating to appointments processes and one relating to the AAPR (Academic and Administrative Program Review) which will proceed to arbitration in the coming months.
 - c) three policy grievances related to tenure and promotion are in process and will be proceeding to arbitration.

In our work described in (1), (2), and (3) we have worked closely with YUFA staff and lawyers (Sack Goldblatt Mitchell), 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 an increasing number of cases with other staff, Sue Levesque, Andrea Harrington,

and Jeff Braun-Jackson. We want to acknowledge the huge support, wise counsel, and tremendous hard work from all the staff over this past year.

4. Assisted with the work of Stewards Council
 - a) during discussions of constitutional and by-law change
 - b) during discussions of members' concerns
 - c) providing reports and updates on grievances and areas of special concern or interest (e.g. AAPR, CUPE 3903 strike, religious accommodation)
 - d) ratifying the election/appointments of members to various positions and subcommittees throughout YUFA
 - e) discussion and ratification of PNPs (primary negotiating positions).
5. Participated actively in regular meetings (every two weeks) and special meetings of the YUFA Executive; participated in the contract review process in preparation for bargaining beginning now.
6. Participated in meetings, caucuses and deliberations of the JCOAA, including its subcommittees such as on Long Range Planning.
7. Attended regular monthly meetings and occasional extra meetings with YUFA staff and Barry Miller (Faculty Relations), at which we review concerns and grievances in an attempt to find quicker and less formal resolutions than full grievances.
8. Attended monthly meetings on Accommodations. These meetings are a new initiative this year to try to deal expeditiously with members needing accommodations or having issues with medical leaves.
9. Attended meetings and workshops of OCUFA's Grievance Committee (twice per term); attended annual meeting of CAUT Grievance Officers.
10. Along with JCOAA and YUFA staff, worked to resolve issues and uncertainties that arose as a result of the CUPE 3903 strike, participated in writing advisories for members and handling many e-mail and phone inquiries. Between us, we also attended many meetings, in departments, in faculties, and at Senate (as well as the YUFA Senator caucus) in order to hear what was being said, in an attempt to diminish the amount of "broken telephone" as policies and procedures were implemented and as we advised our members. There were complaint stage meetings arising from strike-related actions, all but a handful now resolved, but we maintain a watching brief here, in case more should arise.

Concerns:

- a) Rising number of files at all stages (inquiries, consultations, complaints, grievances, arbitrations) (this was also a concern last year and the year before)
- b) Length of time that files remain unresolved, leading to increased stress on members and compounding of the original issue (this was also a concern last year and the year before)
- c) 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 last year and the year before)
- d) 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 EWO's forms. This is complicated by the ever-changing staff in EWO (Employee Wellbeing Office).

- e) 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 last year).
- f) Length of time that promotion or tenure-and-promotion files take, and in some cases failure to initiate the process in a timely manner.

Equity Officers' Progress Report April 20, 2015
Submitted by YUFA Equity Officers Frances Latchford and Lorna Weir

In the 2014-2015 the Equity Officers (EOs) worked to strengthen the equity-related YUFA committees. With respect to joint YUFA-Employer committees, we worked to enhance their organizational transparency and accountability. We believe our activity has resulted in an enhanced profile for equity within YUFA. In addition, we have supported and consulted on equity-related concerns in bargaining, for which notice has now been given to the Employer.

Leading Work in 2014-2015

Our main work in 2014-2015 was the preparation of equity proposals for collective bargaining. This involved ongoing work with the ESC and the Equity Caucuses, the preparation of written reports, and advocacy for the equity-related bargaining proposals (later PNPs) within YUFA as they moved forward from the ESC to the general membership. We are proud of YUFA's collective work across all its representative caucuses, committees and assemblies in preparation for equity bargaining. Together we have renewed YUFA's commitment to equity at a level that has not occurred for almost a generation.

Work on equity bargaining over the past year led to the energized engagement of the Equity Caucuses in YUFA as they mobilized on behalf of bargaining proposals their Caucuses supported. In this regard, the following occurred:

- 1) Fifteen members of the Race Equity Caucus attended a meeting of the ESC in January in support of an additional Primary Negotiating Position bargaining proposal for Visible Minorities (racialized faculty) in CA 12.21. This proposal has resulted in a Primary Negotiating Position approved by the General Membership.
- 2) The Equity Officers initiated a consultation with indigenous faculty to seek their comment on the Aboriginal (indigenous)-related bargaining proposals that had been approved by the ESC. Indigenous faculty supported the bargaining proposals that had been approved by the ESC and further requested YUFA develop proposals that would address the workload demands that fall on indigenous faculty in relation to service, support for indigenous students, and community-based research/service initiatives which enhance the presence of indigenous people and culture at York University. This was done. The equity consultation with YUFA's indigenous members has generated ongoing collective dialogue on a scale that has not occurred since the late 1990s.
- 3) The Disability Caucus requested that YUFA meetings be made accessible for persons with disabilities. A consultation with the Disability Caucus will take place on April 29 to discuss this and other disability-related equity concerns. The Equity Officers, in conjunction with the Executive Associates, are developing a coherent plan for accommodation for persons with disabilities at all YUFA meetings. We anticipate an educational and training workshop in this regard to take place in September 2015.

The Equity Officers thank the Equity Caucuses and YUFA's indigenous faculty for their engagement with YUFA. The result has been the invigoration of the Equity Caucuses (other

than the Queer Caucus, which has been vigorous for some years) and YUFA's relation to indigenous faculty. Overall this has resulted in enhancing YUFA's understanding of, and commitment to, equity for its membership.

Regular Work and Meetings

The Equity Officers, Frances Latchford and Lorna Weir, scheduled and chaired 4 Equity Sub-Committee meetings in 2014-2015. We have in addition attended the regular meetings of YUFA's Executive Committee, Stewards' Council, General and Special Membership Meetings and the Annual General Meeting in order to conduct a watching brief on ongoing and emerging issues related to equity and the Collective Agreement, including its administration. We identified and responded to various issues and concerns surrounding equity as they arose in relation to member's concerns, day-to-day YUFA business, committee work, and consultation within YUFA (i.e., Chief Stewards and Executive Associates) and externally with CAUT and OCUFA. We have also attended a range of talks, workshops, and an OCUFA conference in support of our equity work.

The EOs have worked in cooperation with the members of the ESC, and thereby Equity Caucus Representatives, to support, engage, raise awareness and enlist YUFA members in the interests of and service to equity at York. The EOs and ESC have worked together to do so in the following ways:

The ESC has increased its standing meetings from 2 to 4 in the current year. The EOs, in conjunction with the ESC, planned a winter "All Caucus Equity Social" which was open to all Caucus members, the Executive Committee and Stewards Council. The EOs stand firmly in support of YUFA's hospitality programming for its members. More workshops are planned for the coming year. The EOs are presently planning a Disability and Accommodation Workshop for September 2015 (see above). The Race Equity Caucus intends to co-host with the ESC a workshop on equity data, although it will now take place in the Fall of 2015. The ESC is currently considering CUPE 3903s proposal to form a joint YUFA-CUPE task force along the lines of Ryerson University's Task Force on Anti-Racism.

Bargaining

- 1) **YUFA Equity Bargaining Proposals: Final Report** In preparation for bargaining, the EOs monitored and consulted widely on all aspects of equity bargaining. They drew up the "Final Equity Bargaining Proposals Report," the proposals within which have are now approved at all levels and included in YUFA's Primary Negotiating Positions.
- 2) **Task Force Report on Federal Equity Law Reform** Lorna Weir chaired the Task Force on Employment Equity Law Reform, which had been established by the Executive Committee in response to a request by Stewards Council. Task Force members were Amanda Glasbeek, Jan Kainer and Jennifer Stephen. Sue Levesque, Executive Associate, assisted its work. The Task Force was charged with proposing possible responses by YUFA to 2012-2013 changes in federal employment equity law,

specifically the removal of the Federal Contractors Program from the jurisdiction of the Employment Equity Act. The Task Force was given the work of interpreting the new equity landscape to YUFA. In its Report to the Executive Committee, the Task Force Report suggested a series of bargaining proposals and options for YUFA's equity policy which would enable YUFA to protect its members against the erosion of federal employment equity. The bargaining proposals were taken forward and incorporated in YUFAs PNPs.

- 3) **Reserve Items** The EOs have continued to consult as it concerns any remaining equity bargaining proposals on reserve – this work will be completed by the end of April.

Equity within Joint Committees

JCOAA: Frances Latchford has sat as the EO appointed to JCOAA in order to monitor on-going issues related to equity, such as the institution of “welcoming language” in York job advertisements, pushing for transparency and annual reporting by the Joint Committee on Affirmative Action, the implementation of AODA, AAPR/ISDD, the new campus proposal, the new budget model and the strike and remediation to raise relevant equity concerns with the Employer on the part of YUFA. JCOAA meetings are currently suspended as YUFA has now given notice to bargain.

Frances Latchford and Lorna Weir thank the following members of the YUFA Executive, ESC, Stewards Council, JCOAA, general membership and staff for contributing their time and support to equity over the past year: Joan Allen, Ranu Basu, Mora Campbell, Jennifer E. Dalton, Sheila Embleton, Amanda Glasbeek, Michael Greyeyes, Tania das Gupta, Shubhra Gururani, Eve Haque, Andrea Harrington, Jan Kainer, Sue Levesque, David McNab, Miram Smith, Alysso Mitchell, Nick Mulé, Nick Ruest, Xueda Song, Jennifer Stephen, Penni Stewart, Amar Wahab and Richard Wellen.

Work plan prepared by Frances Latchford and Lorna Weir, April 20, 2015.

Maura Matesic
YUFA Treasurer
Work progress report for the 2014-2015 year

As the Treasurer of YUFA, I play a leading role in administering the finances of our union. Working with members of the YUFA Executive and staff, I monitor YUFA's financial position, ensure that funds are invested wisely, and provide regular spending updates. More specifically, I have:

- provided quarterly financial reports and monthly updates for the YUFA Executive;
- prepared YUFA's annual budget in consultation with members of the Executive and YUFA staff for presentation to the membership on April 29, 2015;
- reviewed the annual audit of our Association's accounts and worked with YUFA's auditors and financial advisor to maintain our financial position;
- recommended a careful review of outstanding release time credits and executive position stipends in response to suggestions made by YUFA's auditor;
- taken initial steps with other members of the Executive to explore the possibility of identifying, interviewing, and retaining a new financial advisor with expertise in non-profit organizations;
- initiated a review of the investment practices followed by academic unions at a select number of Canadian institutions comparable in size to York University in order to provide a standard of comparison for the evaluation our own investment strategies. Institutions selected include the University of Manitoba, the University of British Columbia, University of Ottawa, University of Alberta, University of Calgary, McGill University and Western University.