

**York University Faculty Association
Trustees' Annual Report
2011-2012**

Respectfully submitted by
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Introduction

Under Article 3.5 of the York University Faculty Association (YUFA) Constitution, two Trustees are to be elected at the Annual General Meeting to prepare a report reviewing the union's previous year's activities, policies and operations and are asked to make recommendations to improve YUFA's methods of operation.

For this Trustees' Report, we have reviewed the YUFA Constitution, By-laws, the minutes of the Executive Meetings, Stewards' Council Meetings, the financial report from the auditors for the 2010-2011 year, the draft minutes of the Annual Meeting (6 April 2011) and the draft minutes of the General Membership meeting (7 December 2011). Additionally, we reviewed the Executive Officers' Workplan for 2011-2012. We conclude that the union continues to fulfill its obligations to its members, operating responsibly and participating in important labour activities and solidarity efforts internal and external to York University.

The current review is becoming the norm as a result of the change in the date of the Annual General Meeting from Fall to Spring. We did not review the Auditor's Report for 2011-12, Annual Financial Statements (2011-12), which had previously been included in the Trustees' Annual Report. The next opportunity for Trustees to report on these matters will be at the next Annual General Meeting.

Review of Activities

In addition to the day-to-day administration of the Collective Agreement and service to members, such as processing grievances, in 2011-2012 YUFA continued to deal with ongoing initiatives and matters arising. Major issues included addressing the proposal from the Employer to create a new Teaching Stream and its relationship to Appendix R, as well as preparing for the upcoming round of Bargaining. Given the large number of complex and diverse issues to be considered, the Trustees are satisfied that most are being addressed and/or resolved in a timely manner and with the best interests of YUFA members in mind. Below are additional comments on specific issues and, where appropriate, recommendations.

1. **Previous Trustees' Reports** have commented on the moving of the AGM from the Fall to the Spring, and on e-voting. We believe that both issues are becoming resolved and we saw no major concerns in either of these areas being raised.

2. **Stewards' Council.** Previous Trustees' Reports and comments in the minutes of the Stewards' Council meetings indicate a need to clearly articulate the role of Stewards' Council and that of individual stewards within their units. We were pleased to see that the issues around the duties and relative responsibilities of the Stewards' Council and the Executive have been studied and that recommendations for changes to the Constitution and By-laws are coming that will, in our opinion, provide more clarity than is to be found at present. We are satisfied that this issue is being seriously addressed, and hopeful that it can be resolved to the benefit of YUFA and its members. We also note that YUFA instituted orientation training for new stewards and approved the "Rules and Procedures for Stewards' Council", both of which should contribute to a more engaged and effective Stewards' Council.

3. **Release Time for YUFA Service.** It appears from the reviewed financial statements and from discussion with the President that YUFA is addressing the issue of release time banked within YUFA and members are beginning to use up their release time rather than banking it.

Recommendation: that the banking of release time (and payouts in lieu of release time) continue to be discouraged and that the Executive continues to be mindful of the will of the membership on this matter, especially as we enter a bargaining year when the overall need for release time is likely to increase.

4. **Teaching Load Reduction (Appendix R).** This was a major issue earlier in the year that has been resolved, with \$1.5M added to base salaries due to failure to negotiate a teaching load reduction under Appendix R.

5. **Pension.** The status of the Pension Fund continues to be of concern to all members, and we were pleased that last year's recommendation to formalize a pension working group has been followed. The YUFA working group, consisting of Walter Whiteley, Arthur Hilliker, and Brenda Spotton Visano, is working with other unions on campus, seeking legal and actuarial advice and meeting with the Employer, to address this matter. We also noted the preparation of a Pension Primer.

6. **Grievance Issues.** We were satisfied that grievances were being dealt with in a timely and fair manner.

Recommendation: that work continues in consultation with CAUT on formulating a grievance database to keep members informed and to assist the work of the Chief Stewards.

7. **Other recommendations** by the Trustees that the membership may wish to consider: We reiterate the recommendation of previous Trustees that YUFA continue to maintain collegial interactions throughout the University including the Professional Schools, all Faculties and other employee groups, especially the nascent Osgoode Hall Faculty Association.