

# Settlement provides 5.55% raise, 6.2% overall

## Settlement 2001 summary

The 2nd August settlement between YUFA and the York University Board of Governors represents a 6.2% increase in the total value of the collective agreement over two years. Of this, 5.55% are ongoing increases to compensation.

Links to full text of settlement: [Web version](#) | [Word version](#)

## Monetary summary

First, a summary of the settlement's monetary items, followed by a summary of the whole settlement according to YUFA's bargaining priorities.

### Salary Year 1 = 2.8% + PTR

- \$2340 Progress Through the Ranks (PTR) increment (up from \$1980 last year)
- 2% increase to base salaries
- Increase to floors of 6%
- Increase to administrative stipends & course reductions
- Renewal of marketability fund of \$210 000
- \$500 000 merit fund (not into base salaries)

### Salary Year 2 = 2.75% + PTR

- \$2340 PTR
- 2.5% increase to base salaries
- Additional marketability fund of \$210 000
- \$500 000 merit fund (not into base salaries)

### Other items = 0.65%

- New graduate supervision teaching load credit worth about \$300 000
- Uncap teaching assistance for classes over 50, with a \$175 000 increase guaranteed
- Increased retiree benefits funding of \$150 000
- Increased research and teaching fellowships (\$26 000)
- Task Force on Inclusivity and Diversity (\$15 000)
- Additional librarian research days (\$6000)

- Longer primary caregiver leaves

## **Whole settlement summary**

### **Compensation**

- Raise salary floors by 6%(Art. 25.01)
- Increase base salaries by 2.0% in Year I (25.03a)
- Increase base salaries by 2.0% in May of Year II, distributed equally among members (25.03b)
- Increase base salaries by a further 0.5% in September of Year II (25.03c)
- Raise the Progress Through the Ranks yearly salary increment from \$1980 to \$2340 (25.04)
- Provide \$210 000 in base salaries in each of Years I & II, to be distributed at management's discretion (25.11c)
- Permit management to distribute up to \$367 898 in base salaries in each of Year I & II (App.C)
- Establish, in each of Years I & II, a merit pool of \$500 000, consisting of 175 \$2000 awards and fifty \$3 000 awards (App. N)
- Increase administrative stipends and course reductions for the first time in ten years. For example, Chairs of large units would have stipends of \$5000, up from \$3408, and a course reduction of at least 1.5 (25.10, App. XX)
- Increase research & teaching fellowships by \$26 000 (19.29 to 19.32)
- Allow junior librarians to apply to a research & professional development fund (19.29b)

### **Workload**

- Provide a system of course reductions for graduate supervision by faculty members appointed to units with a 'normal teaching load' of 3.0 full-course equivalents (App. XX)
- Guarantee a minimum level of teaching assistance for courses with over 50 students (18.42,18.42e)
- Guarantee that if the tentative contract is ratified, an additional \$175 000 will be provided centrally to support the 18.42 change (2nd last clause in Memorandum of Settlement)
- Provide a 0.5 course reduction for Foundations course coordinators (25.10)
- Increase librarian research days from 19 to 20 (18.16e)
- Safeguard librarians' evening and weekend workloads (18.16a?)

- Protect probationary employees from having to teach two summers in a row (18.24)
- Establish a YUFA-Employer subcommittee on workload issues related to electronic contact with students (7.09)
- Provide YUFA with enrolment information (8)

### **Retiree benefits**

Increase fund from \$300 000 to \$450 000, estimated to be sufficient to extend the current coverage to new retirees (14.08)

### **Pensions, benefits & equity**

- Extend the entitlement to work on reduced load after turning 65 to members whose projected aggregate pensions from registered plans fall below \$44320 (14.01)
- Provide hearing aid coverage of \$300 every 3 years, from Supplemental Benefits Fund (Point 6 of preamble)
- Institute procedures for dealing with harassment or discriminations complains (Letter of Intent)
- Create a funded Task Force on Inclusivity & Diversity (7.10)
- Clarify affirmative action language about self-identification by members of under-represented groups (12.23)
- Commit to providing affirmative action workshops for YUFA members (12.24)
- Improve language on the responsibility to accommodate persons with disabilities (18.41)
- Include extraordinary child or elder care among the reasons for short-term leaves (19.02)
- Update parental leaves to take recent Employment Insurance changes into account (19.08)

### **Other**

- Clarify language about law librarians (Definitions, 11, etc)
- Allow alternate stream members to transfer to the professorial stream, subject to decanal recommendation based on professional contributions (12.13)
- Institute the principle of progressive discipline (16)
- Entitle YUFA to purchase more course reductions (27.04)
- Include new Directors of Research Centres/Institutes in the bargaining unit (App. A)

- Withdrawn: Employer's proposal to use research & teaching performance as the criteria for renewal of Special Renewable Contracts (12.32)