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Bargaining 2006

Membership Questionnaire

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Return by March 17 to YUFA, 261 HNES

INTRODUCTION

YUFA's contract expires on 30 April 2006. Your opinions on the priorities for the new contract are an important part of YUFA's work to develop an initial bargaining position. Your insights about the employment conditions of YUFA faculty and librarians, and any specific issues you'd like to see addressed through collective bargaining will be helpful.

There will be other opportunities for members to discuss initial and subsequent bargaining positions before and after bargaining begins but your input and support for the process at this early stage is important.

Your responses to the questions will be treated confidentially and quoted anonymously unless you indicate otherwise in written comments. Although the questionnaire's formatting allows each member to submit only one copy, there is no way of identifying individual respondents to the survey.

Please use the last page if you have further comments.

Please return your questionnaire by
March 17 to YUFA, 261 HNES.

To help you complete the survey, see the supplemental Website
with useful background information
http://www.yufa.org/cb/bargaining_2006/SurveySupplement.html


This survey does not solicit information on all items that YUFA will negotiate in this round of collective bargaining. In particular, it does not address issues arising from pension issues or benefits for YUFA retirees. Whereas YUFA is required to negotiate certain issues, this survey is designed to ascertain members' priorities with respect to issues over which YUFA has discretion concerning our bargaining position.

Priorities for 2006 Negotiations			
Please rate the importance of improving the Collective Agreement in the following areas in the upcoming round of bargaining.			
	High Priority	Low Priority	Not a Priority
Salary & Benefits			
Workload			
Equity			
Research Support			
Working Conditions			
Retirement			
Recruitment & Retention			

Credits

Editor — Bargaining Priorities Subcommittee

Production — CUPE 1281

Printing — Thistle Printing Ltd. 

PART 1 SALARY & BENEFITS

YUFA faces two types of salary issue as it moves towards negotiating its 17th Collective Agreement:

- Toronto is the most expensive city in Ontario in which to live, yet York salaries are among the lowest in the province.
- In the past three rounds of bargaining, the Employer has insisted upon diverting significant portions of salaries into funds distributed at its discretion and to only a small proportion of members. Examples include merit and marketability funds. Merit money benefits only about 1 in 5 YUFA members; marketability even fewer. YUFA has resisted, not entirely successfully, this pressure to set levels of compensation according to such inequitable and divisive means.

If you don't know / have an opinion and that is not an option, please simply skip the question.

Salary Issues

1.1 Several bargaining frameworks could be adopted to address YUFA's concerns about members' salaries. Please rank the proposals below by how strongly you support them, where 1 = 'most strongly', 5 = 'least strongly'.

- _____ The same percentage base salary increase for all members
- _____ Declining percentage base salary adjustment so as to provide a greater salary increase at the lower end of the pay scale
- _____ Raise the salary floors, which set the minimum salaries for the various ranks. Current floors are unrealistically low and don't reflect actual entry-level salaries.
- _____ Increase the Progress Through the Ranks (PTR) increment, currently at \$2340
- _____ Introduce a cost of living adjustment

1.2 Please rank the following factors in order of the importance you think they ought to be given in determining YUFA members' salaries, where 1 = 'most important', 6 = 'least important'.

- _____ Rank
- _____ Merit
- _____ Year of appointment at York
- _____ Years of professional experience
- _____ Dean's/Principal's/University Librarian's discretion
- _____ Market factors (discipline, Faculty of primary appointment, supply and demand)

1.3 YUFA members' Professional Expense Reimbursement (PER) allowance is \$1250. Common PER expenditures include books, journal subscriptions, computing supplies, professional dues, and conference expenses, all of which have increased at a rate faster than increases to the PER. Academic staff at many other universities have higher PER funds. Should YUFA bargain an increase?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

1.4 Are the current procedures for distributing merit funds fair and transparent?

- Yes
- No
- No opinion

1.5 Should YUFA try to reduce the proportion of the overall settlement going into merit and marketability funds and put the money back into the general salary pool?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

1.6 Should YUFA try to increase the number of PTR increments at the time of promotion to Associate or Full Professor? Currently, promotion entitles members to only one PTR increment in addition to the one received as part of our negotiated annual raise.

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

1.7 The YUFA overload rate has not increased since 1991. Although YUFA has always advocated keeping our overload rate lower than the corresponding CUPE 3903 rate (roughly 75%), the YUFA rate has now fallen to less than 65% of that rate and will be only 60% by the end of CUPE's current contract if YUFA does not increase its rate. Should YUFA negotiate an increase to the overload rate?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

Benefits

YUFA compensation includes not only salaries but a range of benefits as well.

1.8 The following are possible improvements to our benefits coverage:

	High Priority	Low Priority	Not a Priority
Negotiate Employer to pay Ontario Health Tax (approximately \$700-\$900 per person per year)			
Extend health care coverage to include chiropractic services (recently delisted)			
Extend health care coverage to include eye exams (recently delisted)			
Negotiate improvements to vision care allowance, currently at \$375 per person every two years			
Extend health care coverage to include prostate exams outside of hospitals			
Negotiate improvements to hearing aid coverage, currently at \$300 per person every three years			
Extend health care coverage to include access to registered nutritionists			
Extend health care coverage to include access to acupuncturists			
Extend health care coverage to include access to home care workers			
Other (please specify)			

1.9 YUFA members have long complained that parking at York is increasingly expensive and inaccessible. How important is it to you that YUFA negotiate a parking and commuting benefit?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

1.10 What percentage of the salaries/benefit package would you like to be devoted to the following areas? Your figures should add up to 100%.

_____ Increasing salaries
_____ Addressing salary equity issues for people who have anomalously low salaries
_____ Merit
_____ Marketability
_____ Increasing benefits
100% Total

YUFA will be negotiating new and improved post-retirement benefits for retired members, as well as post-retirement benefits for those holding Special Renewable Contracts.

PART 2 WORKLOAD

YUFA members have increasingly reported concerns about workload: class size increases, support staff cut-backs, more email from students and colleagues, lack of equipment and technical support, insufficient time for research, increasing service demands, and little or no credit for significant aspects of teaching load.

2.1 What is the 'normal teaching load' in your unit? _____

Currently, there is variation in 'normal teaching load' across Faculties / units. Should YUFA negotiate a maximum teaching load of 2.5 courses for all faculty members in the professorial stream?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

2.2 Would you say your workload has increased, decreased or stayed the same in the past three years?

- Increased
- Stayed the same
- Decreased
- I have not yet been here three years

If you answered 'increased', in which areas of work?

- Teaching/Librarians' professional performance
- Research/creative activity
- Service

Teaching

2.3 Have you been asked to increase enrolments in any of your courses in the last three years?

- Yes
- No
- N/A

If yes, have you done so and by how much? _____

2.4 Which of the following describes the amount of uncompensated graduate supervision in which you are normally engaged?

- Little or none
- Moderate
- Heavy

2.5 Please indicate all of the following statements that fit your experience at York:

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
TA or marker/grader support is inadequate to support my teaching. If so, please explain on the last page with the label '2.5'.				
In the last three years, my teaching-related work has increased due to downloading of various types of support (e.g., secretarial, administrative, and central computing).				
In the last three years, the use of new technologies has significantly increased my teaching-related work (e.g., developing online courses, WebCT, Turn-it-in, PowerPoint).				
In the last three years, I have experienced an increase in electronic student contact.				
Overall, email has significantly increased my teaching load.				
We don't provide students the program/library service we ought to.				
[For faculty:] I receive insufficient teaching-load credit for graduate supervision.				
[For faculty:] With my current teaching load, it is difficult to achieve a balance among teaching, research, and service.				
[For librarians:] With my current professional responsibilities, it is difficult to achieve a balance among professional performance, research, and service.				
Other aspects of workload are so heavy that few members in my unit want to do committee work or fill Chair and Programme Director positions.				
[For those who are cross-appointed between departments/faculties:] My cross-appointment has increased my workload.				
Clerical and administrative staff (YUSA members) are overburdened to the point that I don't have adequate support.				
I don't have the space or equipment that I need to do my work effectively.				
Academic computing support at York is insufficient.				

2.6 Please indicate which of the following teaching-related activities you have engaged in during the last three years and whether you have received credit for them.

	Engaged In	Credit For
Teaching large courses		
Teaching foundation courses		
Co-teaching shared courses		
Teaching directed reading courses		
Supervising Honours Theses		
Undergraduate supervision (labs, studios, etc.)		

2.7 YUFA members have been asked to take on added teaching/service responsibilities to cover for colleagues on various leaves. Indicate whether your workload has been added to by any of the following, and whether YUFA should negotiate credit for these activities.

	Yes	High Priority
Colleagues on short-term leave		
Colleagues receiving course release for research purposes		
Colleagues on sabbatical, parental or other full leave		
Colleagues receiving reductions in their work for accommodation reasons		

Indicate whether the increase was to:

- Teaching
 Service
 Both

2.8 When the Employer cancels 'under-enrolled courses' just prior to the beginning of the term in which they are scheduled, faculty members often do not receive adequate credit for the time spent preparing the cancelled course and must make it up in a future term. Should YUFA negotiate a stronger course cancellation policy?

- Yes, it's a high priority
 Yes, but it's a relatively low priority
 No, it's not a priority

Such a policy should include:

- Restriction on the date by which courses can be cancelled
 Remuneration for preparation done
 Restriction on enrolment thresholds for cancellation
 Other (please specify) _____

Service

Service to the University is a distinct component of our workload and expected of all members. Extraordinarily onerous service activities, however, may exceed normal expectations and may require specific supports (e.g., course release) or inducements (e.g., stipends) to compensate those members who take them on.

2.9 Appendix P of the Collective Agreement provides for stipends and course release for a number of academic administrative positions (e.g., Chair, Director, etc.). Are there any permanent administrative positions that should be added to this list (e.g., Chair of the Research Ethics Review Committee or Chair of Senate)? If so, please name. _____

Are there any time or task specific academic administrative activities that should be added to the list (e.g., coordinating program reviews, curricular redesign in light of restructuring or amalgamation)? If so, please name. _____

2.10 Should YUFA negotiate an increase to the stipend rates in Appendix P?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

Should YUFA negotiate an increase in the minimum course releases in Appendix P?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

2.11 We can anticipate significant restructuring during the term of the next Collective Agreement, resulting in increases to members' service loads. Should YUFA negotiate a policy ensuring that such work is recognized?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

If you answered yes, which of the possibilities (i.e., continuing pay equity as currently established in Article 25.13 or modifying the anomalies exercise) would you most support? _____

Do you have any other ideas for ensuring pay equity? If you run out of room on this page, please continue your comments on the last page with the label '3.5'.

3.6 For members with a disability or special needs, please briefly answer the following questions below or on the last page with the label '3.6':

- What barriers do you perceive with respect to identifying yourself as having a disability and seeking accommodation in the workplace for your disability?
- If you have had to request an accommodation for a disability (long or short term), were your needs adequately addressed?
- What sort of improvement to the accommodation process should YUFA negotiate?

3.7 Article 26.14 stipulates that the Employer support the York University Co-operative Daycare Centre. Some members have asked YUFA to negotiate similar support for the Lee Wiggins Daycare Centre, because it provides part-time daycare. Should YUFA negotiate such a policy?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

3.8 Members are entitled to 52 weeks of parental leave (pregnancy or primary caregiver). Currently, members get full pay for the first 17 weeks, after which they must apply for Employment Insurance (EI) benefits. During the last round of bargaining, YUFA successfully negotiated an Employer-paid top-up to Employment Insurance (EI) benefits resulting in an additional three weeks of parental leave at 100% salary. If taken, the remaining 32 weeks become a leave of absence without pay. This limits members to just their EI benefits. Many unions have provisions in their contracts requiring employers to make up some of the difference between the EI amount and members' regular earnings, some up to 90% or more of regular earnings. Would you support YUFA again negotiating improvements to parental leaves (Art. 19.09)?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

3.9 Would you support YUFA negotiating flexible working arrangements to accommodate such things as family responsibilities (e.g., reduced load, job sharing, flex time)?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

PART 4 RESEARCH SUPPORT

The distinctive mission of universities is to engage in basic and original research and creative work, and to be the custodians of human knowledge and information. Many kinds of resources are required to support the research responsibilities of YUFA members.

4.1 Various funds are provided to support the conducting and disseminating of research (Articles 19 and 25.08). Are these research funds adequate?

	Fully Adequate	Somewhat Adequate	Not Adequate	Don't Know
Faculty/Library Research Grant Fund				
Junior Faculty/Librarian Fund				
Conference Travel Fund				
Leave Fellowship Fund				
Educational Leave Fund				
Research Development Fellowship Program				
Professional Expense Reimbursement (PER)				

4.2 Are there significant research-related activities which you have

- a) funded at your own expense? Yes No
 b) declined due to lack of funds? Yes No

If yes, please specify _____

4.3 Changes to the Computer Renewal Program have removed the option to 'buyout', retain, or control how your present computer is redeployed even if you have added to or upgraded it. Should YUFA negotiate a more flexible policy?

- Yes, it's a high priority
 Yes, but it's a relatively low priority
 No, it's not a priority

4.4 Has graduate supervision limited the time you have available for research?

- Yes No Don't know

4.5 Would you support enriching the credits for various types of graduate supervision in Appendix O?

- Yes, it's a high priority
 Yes, but it's a relatively low priority
 No, it's not a priority

Should YUFA negotiate a simpler formula for calculating graduate supervision credits in Appendix O?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

Should YUFA negotiate graduate supervision credits for retirees?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

4.6 A principal support for university-level research is sabbatical leave. Currently, members receive only 80% of their regular salaries for second and subsequent sabbaticals. Many universities have richer entitlements. Should YUFA negotiate improvements to sabbatical pay?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

Many universities also have greater flexibility with respect to sabbatical entitlements. In particular, their faculty members and librarians are entitled to take a 6-month sabbatical after three years of service. Our Collective Agreement does not recognize this option as an entitlement but makes it contingent upon the Employer's approval. Should YUFA negotiate greater flexibility in the timing of sabbaticals?

- Yes, it's a high priority
- Yes, but it's a relatively low priority
- No, it's not a priority

4.7 Many YUFA members depend upon external grants to support their research and scholarly activities. To what extent do you find assistance in applying for and administering external grants adequate?

- Fully adequate
- Somewhat adequate
- Less than adequate
- Completely inadequate
- Not applicable

Please indicate sources of dissatisfaction and/or suggest improvements.

4.8 To what extent do you find Computing and Network Services (CNS) and related computer supports at York adequate to support your research?

- Fully adequate
- Somewhat adequate
- Less than adequate
- Completely inadequate
- Not applicable

Please indicate sources of dissatisfaction and/or suggest improvements.

4.9 To what extent do you find the legal or professional services of the Counsel Office or Secretariat adequate to support your research (e.g., dealing with intellectual property or copyright issues)?

- Fully adequate
- Somewhat adequate
- Less than adequate
- Completely inadequate
- Not applicable

Please indicate sources of dissatisfaction and/or suggest improvements.

4.10 To what extent do you find the library collections and resources at York adequate to support your research?

- Fully adequate
- Somewhat adequate
- Less than adequate
- Completely inadequate
- Not applicable

Please indicate sources of dissatisfaction and/or suggest improvements.

4.11 To what extent has the downloading of secretarial and other supports impeded your ability to conduct research?

- Significantly
- Somewhat
- Not at all