

PART 5 WORKING CONDITIONS

5.1 Some universities claim Intellectual Property Rights on the work of faculty members, and others do not. These claims have caused problems, including delays in submitting research for publication, obstacles to sharing research with peers, withholding dissemination as a form of censorship, and even appropriation by the Administration. Should YUFA seek clarification that members retain full ownership of their intellectual property?

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

5.2 York holds significant personal information on faculty and librarians. Under outsourcing of work, this information can cross international borders and be subject to access by foreign governments. Should the Collective Agreement contain a clause to protect our personal information by holding it inside the country?

- Yes No No opinion

5.3 Should the Collective Agreement ensure that, where the law permits, and except in specific instances when prior approval to the contrary has been obtained from both YUFA and the YUFA employee,

(a) your email be destructively erased from all University controlled systems within a specific period unless you request otherwise?

- Yes No No opinion

(b) your email be treated as confidential and be read by the recipient only?

- Yes No No opinion

(c) your email not be copied in any form by all University controlled agents?

- Yes No No opinion

5.4 It is possible to retain records of electronic activity (e.g., Web searches). Should YUFA negotiate restrictions on these records that are similar to those described above?

- Yes No No opinion

5.5 In the past six years, has your academic freedom been threatened by actions within York University?

- Yes No N/A

If yes, please specify _____

5.6 Is the increase in use of surveillance equipment on campus a concern (e.g., cameras in the classroom and beyond, key cards)?

- Yes No No opinion

5.7 In exercising our academic freedom, we often express potentially controversial opinions in the classroom. Have you experienced harassment by a student as a result?

- Yes No

5.8 York has deferred millions of dollars in required maintenance. Have physical conditions in your on-campus work environment deteriorated to the extent that it affects your:

- a) health and safety? Yes No
b) teaching? Yes No
c) research? Yes No

If yes, please specify _____

PART 6 MANDATORY RETIREMENT

The Ontario government has passed legislation abolishing mandatory retirement as of 12 December 2006. Prior to the 1997 strike, YUFA members were permitted to work up to and including age 70.

6.1 The new legislation allows discretion in benefits for workers over 65. Is it important that YUFA insist on full benefits for all members?

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

6.2 Although the University of Toronto has already abolished mandatory retirement, and although Osgoode Law School already permits faculty members and librarians to work up to and including age 70, York's Administration has indicated so far that those scheduled to retire on 1 July 2006 will be required to do so. Should YUFA negotiate to exempt 1 July 2006 retirees from mandatory retirement?

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

6.3 Before the 1997 strike, incentives for early retirement resulted in the average age of retirement being less than 65. Should YUFA strengthen incentives for early retirement?

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

PART 7 RECRUITMENT & RETENTION

It is expected that there will be increasing competition among Canadian universities for faculty and librarians in the coming years. Thus, YUFA believes it is important to develop a comprehensive recruitment and retention strategy to attract and keep the most promising and innovative members at York.

7.1 Should YUFA negotiate a significant increase in faculty and librarian complement?

- Yes No No opinion

How great an increase in faculty or librarian complement is required for your unit to meet its responsibilities with respect to teaching/professional performance, research, and service? Please indicate a percentage increase. _____

7.2 In your experience, what are the principal reasons that colleagues have left York, other than retirement (e.g., money, chilly climate, spouses)? Please list up to 3.

7.3 Recognizing that academic spouses are a significant percentage of the academic population, many universities have adopted spousal hiring policies as a recruitment and retention tool. How strongly would you support YUFA in bargaining a spousal hiring policy?

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

7.4 Toronto housing costs are well beyond the means of most new YUFA members and are a factor in the decision to come to York. Other universities provide on-campus housing or support for purchase of housing. Should YUFA negotiate similar supports?

- Yes No No opinion

7.5 YUFA advises new hires on the terms of their contracts. Should YUFA negotiate a reporting obligation for the Employer concerning start-up funds?

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

7.6 Would you support YUFA negotiating the establishment of a Recruitment Office, the mandate of which would be to support new members in settling in Toronto (e.g., finding housing, schools, etc.)?

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

PART 8 BARGAINING AND ORGANISATION IN SUPPORT OF BARGAINING

Experience with our Employer has shown that members' involvement in developing bargaining proposals and members' interest in the progress of negotiations are key to improving our settlements.

8.1 Should YUFA negotiate a Collective Agreement of

- 1 year 2 years 3 years?

8.2 How would you like to be informed and involved? Check all the ways that are best for you.

- Surveys
 Meetings in my unit or Faculty
 Membership meetings
 Communiqués from the bargaining team about the progress of negotiations
 Fact sheets about specific issues (e.g., salaries, housing prices)
 Bargaining support initiatives such as letter-campaigns and information leafleting
 Other (please specify): _____
-

8.3 What could YUFA do to make attending membership meetings about negotiations a more attractive option for you?

- Hold meetings at lunch time
 Hold meetings in the late afternoon
 Offer food and beverages
 Offer childcare
 Keep meetings to two hours or less
 Rotate the days on which meetings are held
 Other (please specify): _____
-

RESPONDENT PROFILE

Your responses will be used to analyse, for example, whether compensation issues vary by sex, whether attitudes about benefits vary by age, and whether workload concerns vary by Faculty.

8.4 What is your sex?

8.5 What is your age?

- 34 or younger
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- 65 or older

8.6 In what Faculty is your primary appointment?

- Arts
- Atkinson
- Education
- Environmental Studies
- Fine Arts
- Glendon
- Libraries
- Science & Engineering
- Schulich

8.7 Would you like to self-identify as a member of an equity-seeking group?

- Yes No

If 'yes', please check those boxes that apply to you:

- Woman
- Visible minority
- Aboriginal person
- Person with disability
- Lesbian, gay, bisexual, transgendered

8.8 Do you have external research funding?

- Yes No

PART 9 THE LAST PAGE

Use this page to expand on any of the answers you provided or to raise new issues. Whether you write a few sentences, a few paragraphs, or fill the page, your insights will be invaluable in the formulation of our bargaining positions and in arguing these positions at the bargaining table.

If you are willing to have your statements attributed to you, please sign below. Thank you!

Name _____ Signature _____