

**YUFA  
COLLECTIVE BARGAINING  
SURVEY**

**FACULTY MEMBERS**

**INSTITUTE FOR SOCIAL RESEARCH  
YORK UNIVERSITY  
2011**



## OVERALL PRIORITIES FOR 2012 NEGOTIATIONS

A key question in negotiations is what priority should be given to different aspects of the Collective Agreement. For this reason, the first two questions ask you first to RANK and then to RATE six areas of negotiation.

1. **First, please indicate the RANK that should be given to improving each of the following areas in the Collective Agreement, where 1 = "Highest Priority" and 6 = "Lowest Priority".**

*Your responses to this question are very important. Please do not use the same ranking for more than one item.*

- \_\_\_ Decrease teaching loads
- \_\_\_ Extend and strengthen equity provisions
- \_\_\_ Improve benefits (including health, dental, disability, etc.)
- \_\_\_ Improve options for retirement and benefits for retirees
- \_\_\_ Increase salary
- \_\_\_ Increase support for research

2. **Now, please RATE the following areas of the Collective Agreement on a scale from 1 to 10, where 1 = "Not At All Important" and 10 = "Very Important ". If you are "Not Sure", please enter 0 (zero).**

- \_\_\_ Decrease teaching loads
- \_\_\_ Extend and strengthen equity provisions
- \_\_\_ Improve benefits (including health, dental, disability, etc.)
- \_\_\_ Improve options for retirement and benefits for retirees
- \_\_\_ Increase salary
- \_\_\_ Increase support for research

3. **Please list any areas NOT covered in the previous questions that you feel should be a priority in negotiations.**

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## BENEFITS

1. Please rate the importance of these potential improvements to benefits on a scale from 1 to 10, where 1 = "Not At All Important" and 10 = "Very Important". If you are "Not Sure", please enter 0 (zero).

\_\_\_ Extend reciprocal tuition to additional universities

\_\_\_ Increase length of parental leaves

2. What about extending Health Care coverage to include the following?

Please rate the importance of these potential improvements to benefits on a scale from 1 to 10, where 1 = "Not At All Important" and 10 = "Very Important". If you are "Not Sure", please enter 0 (zero).

\_\_\_ Acupuncture

\_\_\_ Chinese Traditional Medicine

\_\_\_ Home care beyond RN benefits

\_\_\_ Registered nutritionists

3. What about increasing the coverage provided for the following?

Please rate the importance of these potential improvements to benefits on a scale from 1 to 10, where 1 = "Not At All Important" and 10 = "Very Important". If you are "Not Sure", please enter 0 (zero).

\_\_\_ Chiropractic services (currently \$500 per year)

\_\_\_ Dental coverage

\_\_\_ Long Term Disability

\_\_\_ Massage therapy (currently \$500 per year)

\_\_\_ Vision Care allowance (currently \$550 every 2 years)

4. Please list any aspects of benefits NOT covered in the previous questions that you feel should be a priority in negotiations.

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## WORKLOAD

1. In the negotiations, how important to you are each of the following potential improvements to workload, on a scale of 1 to 10, where 1 = "Not At All Important" and 10 = "Very Important". If you are "Not Sure", or if it is "Not Applicable", please enter 0 (zero).

Establish an entitlement to Revocable Reduced Load

Improve computing support (other than purchasing) for teaching/service

Improve secretarial support for teaching/service

Improve support for your research

Increase credit given for graduate supervision

Increase the minimum course release for administrative positions

Increase the stipends for administrative positions

Increase the support from teaching assistants and/or markers/graders

Lower the normal teaching load in your unit

2. The Ontario Human Rights Code requires us to accommodate the needs of students with disabilities. Some members have expressed concern with lacking the time and ability to meet the needs of these students.

**In the last year, has accommodation of the needs of students with a disability significantly increased your workload?**

- 1     yes  
2     no  
3     not applicable

3. Please list any aspects of workload NOT covered in the previous questions above that you feel should be a priority in negotiations.

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## RESEARCH SUPPORT

1. To support your research, how important to you are improvements to each of the following, on a scale of 1 to 10, where 1= "Not At All Important" and 10= "Very Important". If you are "Not Sure", or if it is "Not Applicable", please enter 0 (zero).

Increase Conference Travel Fund	_____
Increase Educational Leave Fund	_____
Increase Faculty Research Grant Fund	_____
Increase Junior Faculty Research Fund	_____
Increase Sabbatical and other Leave Research Funds	_____
Increase Teaching-Learning Development Fund	_____
Increase Release Time Teaching Fellowships	_____
Increase Research Development Fellowship Program	_____
Increase Professional Expense Reimbursement	_____
Increase Computing support	_____
Increase Library resources	_____
Increase Secretarial support	_____
Provide online access to University of Toronto Libraries	_____

2. Please list any aspects of research support NOT covered in this question that you feel should be a priority in negotiations.

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## EQUITY

1. At present, the Collective Agreement designates four groups for affirmative action in hiring: women, Aboriginal persons, members of a visible minority and persons with a disability.

**Would you support inclusion of "Lesbian / Gay / Bisexual / Transgendered (LGBT)" as an additional affirmative action category in units that have more than twenty YUFA members, of whom less than five percent identify as LGBT?**

- 1 yes
- 2 no
- 3 not sure

2. **Have you ever requested accommodation for a disability or continuing health condition from the Employer?**

- 1 yes
- 2 no *[go to question 5]*

3. **Did the Employer provide you with:**

- 1 the accommodation you needed
- 2 some accommodation, but less than you needed
- 3 little accommodation
- 4 no accommodation *[go to question 5]*

4. **Did the Employer provide accommodation:**

- 1 in a timely fashion
- 2 with some delay
- 3 after considerable delay

5. **Please list any aspects of equity that you feel should be a priority in negotiations.**

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## RETIREMENT

**1. How important to you are the following potential improvements relating to retirement?**

Please rate on a scale from 1 to 10, where 1 = "Not At All Important" and 10 = "Very Important". If you are "Not Sure", please enter 0 (zero).

Improve incentives for early retirement

Improve health benefits for retirees

Improve support for post-retirement research

Increase number of courses a faculty member is entitled to teach after retiring

Increase rate of pay for post-retirement teaching responsibilities

**2. Please list any aspects of retirement that you feel should be a priority in negotiations. You also may want to list specifically what improvements we should seek.**

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## YOUR BACKGROUND

1. What is your sex / gender?

- 1 Female
- 2 Male
- 3 Other

2. In what year were you born? \_\_\_\_\_

3. In what year were you first employed at York as a YUFA member? \_\_\_\_\_

4. In what Faculty is your PRIMARY appointment?

- 1 Liberal Arts & Professional Studies
- 2 Education
- 3 Environmental Studies
- 4 Fine Arts
- 5 Glendon
- 6 Health
- 7 Science & Engineering
- 8 Schulich

5. What is your appointment status?

- 1 Probationary
- 2 Tenured
- 3 Special Renewable Contract
- 4 Continuing Appointment
- 5 Contractually Limited Appointment

6. What is your rank?

- 1 Assistant Lecturer
- 2 Associate Lecturer
- 3 Senior Lecturer
- 4 Assistant Professor
- 5 Associate Professor
- 6 Full Professor

**7. Please indicate if you are a member of any of these equity-seeking groups (select more than one if applicable).**

- 1 Aboriginal person
- 2 Lesbian, Bisexual, Gay, Transgendered, Queer person
- 3 Person with disability
- 4 Visible minority person
- 5 Woman
  
- 6 I am a member but prefer not to answer

**ANY ADDITIONAL COMMENTS?**

**Please use this additional space to expand on any of the answers you provided or to raise issues not covered sufficiently in the questionnaire.**

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***Thank you for completing this questionnaire!***  
***Please return it to the Institute for Social Research in the envelope provided.***