

**YUFA  
COLLECTIVE BARGAINING  
SURVEY**

**LIBRARIANS**

**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 workloads
- \_\_\_ 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 workload
- \_\_\_ 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
- Increase vacation entitlement

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 two 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) \_\_\_\_\_

Improve secretarial support \_\_\_\_\_

Improve support for your research \_\_\_\_\_

Increase the complement of librarians \_\_\_\_\_

Increase the number of research days \_\_\_\_\_

Increase the stipends for administrative positions \_\_\_\_\_

Provide better access to flexible work-weeks \_\_\_\_\_

Provide release for administrative positions \_\_\_\_\_

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 the needs of students with a 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 Library Research Grant Fund	_____
Increase Junior librarian 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 *[go to question 3]*
- 2 no *[go to question 5]*

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

- 1 the accommodation you needed *[go to question 4]*
- 2 some accommodation, but less than you needed *[go to question 4]*
- 3 little accommodation *[go to question 4]*
- 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 one-third time appointments a librarian is entitled to after retiring

Increase rate of pay for post-retirement librarian 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. What is your appointment status?**

- 1 Probationary
- 2 Continuing Appointment
- 3 Contractually Limited Appointment

**5. What is your rank?**

- 1 Adjunct Librarian
- 2 Assistant Librarian
- 3 Associate Librarian
- 4 Senior Librarian

