



YUFA

Collective Bargaining

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Bargaining Update # 5

22 June 12 – The Bargaining Team has submitted the following report:

The Bargaining Team has begun intensive bargaining with the Employer. The principal areas in which we are seeking improvements as mandated by the Primary Negotiating Positions (PNP) are workload, salary, member / retiree benefits, research support, and equity. We are working to achieve progress in all these areas.

For the first time in many rounds of bargaining, the Employer has proposed significant changes: 1. discretionary denial of Progress-through-the-Ranks (PTR) increments, and 2. unrestricted expansion of the Alternate Stream to all units. These are not acceptable in their current form. We expect significant modifications will remove obstacles to a tentative settlement. Otherwise, we will be consulting with our members.

We look forward to a fair and equitable settlement that is responsive to members' priorities.

The YUFA Executive

Bargaining Update # 4

23 May 12 – The Bargaining Team has submitted the following report:

To date, the Bargaining Team has caucused 14 times since mid-March. We've used that time to discuss at length

Negotiating Positions (PNP) and to consult with various individuals and groups in order to best inform YUFA's proposals. We've met with: Ontario Confederation of Faculty Associations (OCUFA) Research Director, Donna Gray; representatives from the Association of Retired Faculty and Librarians (ARFL) to discuss retiree benefits and other issues; and members of the Article 7.11 Tenure & Promotion Subcommittee. The Team will continue to draw on expertise from YUFA, ARFL and other resources, as required.

On 8 May, we had an introductory meeting with the Employer's Bargaining Team. Faculty Relations Executive Director, Barry Miller will serve as their Chief Negotiator for this round of bargaining. Also on the Employer's side are: John Brooks, labour lawyer with Hicks Morley; Dean Harvey Skinner, Faculty of Health; and Cynthia Archer, University Librarian.

At this first meeting with the Employer, we formally presented the PNP and highlighted some of the easier proposals on which we might reach agreement quickly for building bargaining momentum. The Employer has indicated agreement on many of these items and we anticipate a positive response on the others shortly. We provided a list of possible meeting dates through August. They have agreed to full-day sessions on 28 and 30 May, and have developed a schedule of bargaining two or more days per week.

We anticipate receiving the Employer's proposals at the 28 May meeting.

The Employer has confirmed that \$1,450 Professional Expense Reimbursement will be deposited into members' accounts shortly. This amount is exclusive of any improvements we expect to negotiate.

The Team continues to look to the YUFA Executive for direction and the Executive will continue to inform the membership about bargaining progress through periodic updates.

YUFA looks forward to the timely negotiation of a fair and equitable agreement for its members.

Bargaining Update # 3

Presented by Brenda Spotton Visano, Chief Negotiator, at the AGM

3 Apr 12 – At our GMM on Dec 7th, we ratified our Primary Negotiating Positions. Our Primary Negotiating Positions were developed in wide consultation with the membership and through careful review of the Collective Agreement by the CA Review committee. The focus of YUFA's demands in this round of bargaining is on reasonable and equitable improvements in workload, salary, research support, pensions, and benefits.

The Executive has appointed Sheila Embleton and Richard Wellen (both members of the Executive), Leslie Sanders, Bob Drummond, John Amanatidis and myself. In addition, Arthur Hilliker, as President of YUFA, sits ex officio on the Team. Stewards' Council ratified that membership in early March. Jill Flohil, YUFA staff, is once again working closely with us.

The YUFA Executive served the Employer with Notice to Bargain on 15 March 2012. The Employer has responded indicating that they anticipate being ready to commence negotiations with YUFA in early May. As far YUFA is aware, there is no intention to this delay, rather the Employer is devoting all its attention at the moment to concluding negotiations with CUPE 3903.

The Bargaining Team has several meetings scheduled and has so far met 5 times to establish its internal protocols, to review and discuss the details of what informs the YUFA proposals, and to discuss the anticipated implications of the Ontario budget with a representative from the Ontario Confederation of University Faculty Associations. While there is no update on bargaining per se, there are a couple of items we would like communicate to you.

First, without prejudice to YUFA's position on Article 25.08, the Bargaining Team has requested and the Employer has agreed to deposit a Professional Expense Reimbursement of \$1450 per member in members' accounts on 1 May.

Second, the Team reassures the membership that it understands there are pressing concerns around pensions. The Team is aware of and supports YUFA's work at the all-union pension

of negotiating pension issues at the YUFA table. The Team will continue to look to the YUFA Executive for coordination and direction on this matter. The Bargaining Team assures members that any conclusion of bargaining will do so in full light of a clear path to a resolution of the pension issues. Such options include negotiating a re-opener clause on Article 26.02 as required to maintain appropriate leverage even after reaching a settlement.

Finally, in light of both the recent budget announcements and the shifting landscape in the post-secondary education sector, members know just how challenging this round of bargaining will be. The Bargaining Team will endeavor to negotiate a fair and equitable settlement in light of these challenges, informing the membership through periodic bargaining updates. If there are any extraordinary, exceptional and unanticipated changes that substantially affect YUFA's ability to bargain within its mandate as established by the Primary Negotiating Positions, however, the Bargaining Team will be sure to advise the YUFA Executive of the need to call a special general membership meeting, in addition to any other membership meetings the Executive may otherwise choose to call.

In closing, we thank you for your support. We welcome hearing from members. Communications to the Bargaining Team may be sent to Jill Flohil at yufa@yorku.ca.

Bargaining Update # 2

16 Mar 12 – The YUFA membership ratified its Primary Negotiating Positions at the 7 December 2011 General Membership Meeting.

The YUFA Executive has appointed the YUFA Bargaining Team, which Stewards' Council ratified at its meeting on 2 March 2012. The Team met on 13 March 2012 and selected Brenda Spotton Visano as Chief Negotiator.

The YUFA Bargaining Team will look to negotiate a fair and just tentative settlement in a timely manner, respecting the membership's desire to see reasonable and equitable improvements in workload, salary, research support, and benefits.

The Executive has given the Employer Notice to Bargain and we expect to meet within 2 weeks.

Bargaining Update # 1

YUFA Bargaining Team for the forthcoming round of negotiations has been ratified. The Team was appointed by the Executive Committee at its 10 January 2012 and 12 February 2012 meetings and ratified by Stewards' Council on 2 March 2012.

The Team consists of John Amanatides, Bob Drummond, Sheila Embleton, Leslie Sanders, Brenda Spotton Visano, and Richard Wellen.

