



YUFA

Collective  
Bargaining

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## Report on the General Membership Meeting to Ratify the Primary Negotiating Positions, Tuesday, February 25, 2003

*by Robert MacDermid  
YUFA Communications Officer*

YUFA President Susan Dimock opened the meeting by describing the process that produced the initial bargaining positions. She thanked Joe Sheridan, Chair, Ruthanna Dyer, Joanne Chumakov, Jay Rahn and YUFA staff person Brett Cemer for their work on the Bargaining Priorities Subcommittee of the Executive. Susan Dimock also served on this committee. The committee consulted widely with members and assisted in the creation of the Bargaining Survey. Its report was submitted to the YUFA Executive where it was discussed and then passed on to the Stewards' Council for final approval.

Susan Dimock also thanked Brenda Spotton Visano, Susan Ehrlich, Jay Rahn and Jan Rehner for agreeing to be part of the Bargaining Team.

Susan Dimock noted that the bargaining proposals used general positions on issues rather than precise detailed contract language. She also noted that two clear priorities – workload and compensation – emerged from the consultations and the bargaining survey and that these concerns were addressed in a number of ways in the initial negotiating positions.

YUFA President moved the ratification of the primary negotiating positions by the membership. The motion was seconded by Ruthanna Dyer.

Members moved the following motions:

### **Motion 1: Marketability**

Moved by T. Wallis seconded by A. Marshall that the current marketability provisions in the contract not be removed by the current bargaining positions. In other words, that marketability remain in the contract.

Motion defeated.

### **Motion 2: Affirmative Action Officer**

Moved J. Warner, seconded by J. Check that the following be added to the job description of the Affirmative Action Officer:

Work with and advocate for equity seeking groups on campus such as the Race Equity Caucus; the Queer Caucus and the First Nations caucus. Organize a minimum of 2 meetings a year to be attended by all unit Affirmative Action representatives and Chairs of Hiring committees and Chairs of

support.

Motion carried.

**Motion 3: Alternate Stream**

Moved by G. Lindsay seconded by R. Dyer to amend recommendation on Page 11 increase Alternate stream Salary Adjustment Fund to 100% of professorial stream.

Motion carried.

Clarification of rationale:

There will be no double cohort effects in Nursing at York for 2 more years. York has year 3 and 4 of the program. All students from 3 colleges coming to York because a degree is regulatory requirement as of January 2005 create the enrolment pressure.

**Motion 4: Report on outside activities**

Moved by J. Bell, seconded by J. Rahn that requests for reports on outside activities be only initiated where there are reasonable concerns over a member's job performance and that such concerns be identified in the request; that Article 18.04 be quoted in the letter in its entirety; and that reports be confidential.

Motion carried.

**Motion 5: Technical support for internet teaching**

Moved by P. Kazan seconded by L. Ripley that the Employer detail technical support which will be made available to faculty engaged in Tel initiatives and internet teaching on a course by course basis.

Motion carried.

**Motion 6: Remove section 14.01 (d) from the Collective Agreement**

Moved by D. Lidov seconded by J. Chumokov that Article 14.01 (d) be deleted.

Motion carried.

Section 14.01 (d) of the Collective Agreement reads as follows:

(d) In exceptional circumstances, an employee may continue in the service of the University after his/her normal retirement date on the basis of his/her distinguished contributions to research and teaching at the University, and on the basis of exceptional program need. Such continuation shall be subject to renewal on a year to year basis, without any obligation on the University to renew.

**Motion 7: Legal services benefit**

Moved by J. Check seconded by T. Wilson that we investigate coverage for legal services.

Motion carried.

motion.

The motion passed overwhelmingly.

The meeting adjourned.

