

**Recent Settlement Report to CAUT
York University Faculty Association
21 September 2009**

Term of Agreement: 21 September 2009 – 30 April 2012

Context: The Employer's financial hardship (due to the current economic crisis), together with the repercussions from a recent 85-day strike at York University created some special challenges for this round of bargaining. Nonetheless, YUFA achieved a reasonable salary settlement. As well, we seized the opportunity to achieve better equity provisions and made considerable advances toward achieving a lower and more equitably distributed workload in a later contract year.

Scale

1 May 2009: 3.0%

1 May 2010: 3.0%

1 May 2011: 2.5% (+ 0.9% (approximately), if Workload Reduction Framework is not ratified; see Workload: Faculty below)

Promotion Increment

Two (2) Progress-through-the-Ranks increments on promotion to Full Professor / Senior Lecturer / Senior Librarian

Overload Stipends

Course Director: \$9,000 (from \$8,649)

Tutorial Leader: \$3,000 (from \$2,883)

Administrative Stipends

All stipends increased by 3%

Leaves and Fellowships

- Primary Care Giver Leave: top up to 100% of salary for first 4 weeks (from 3)
- Leave Fellowship Fund increases to \$250,000 per year (from \$200,000)
- Research Development Fellowships increase to 7 Fellowships (from 5)

Support Funds

- Conference Travel Support increases to \$280,000 (from \$180,000) per year

Workload: Faculty

A process to establish a Workload Reduction Framework within which a joint committee creates the means to reduce teaching loads to 2.0 Full Course Equivalents by 1 May 2011. Should the framework fail to receive approval by the parties by January 2011, salaries increase by a further \$1.5 million on 1 May 2011

Workload: Librarians

- Increase Librarians research days to 22 days/year (from 20)

- NEW releases (6 half course equivalents) to support librarian research projects

Equity Issues

- NEW Units with 40% or more women to seek to proactively increase their representation of members from the other three Affirmative Action priority groups using the Canadian workforce diversity as a guideline (2006 Census: visible racial minorities 15.3%, aboriginal 3.1%, persons with disabilities 4.9%)
- NEW Service to external communities, such as aboriginal community service, explicitly recognized as service to the University

Benefits

- Vision care coverage increased to \$550 (from \$450) every 2 years
- NEW immunization for Out-of-Country travel to a yearly maximum of \$200

Retiree Benefits

- Post-retirement teaching and librarian opportunities increased to 8 (from 5) full course equivalents
- Employer annual contribution to YUFA retirees' benefits increased to \$800,000 (from \$700,000) in 2011
- Out-of-Country Medical Expense lifetime coverage to \$20,000 (from \$10,000) per person

Other

- Finite (30-day) sunset clause on contents of personnel files related to unsubstantiated allegations of academic misconduct
- Increase support for daycare centre, \$15,000
- Revisions to Procedure for Dealing with Complaints of Harassment or Discrimination