

Table 1

RANKING of Six Areas of the Collective Agreement in Negotiation

	Highest	Second	Third	Fourth	Fifth	Lowest	Total	Number who Answered
	Priority	Highest Priority				Priority		
<i>percentage distribution</i>								
a Decrease teaching loads	41	16	11	10	11	10	100	722
b Extend and strengthen equity provisions	4	7	11	14	21	43	100	712
c Improve benefits (including health, dental, disability, etc.)	5	14	27	27	20	8	100	716
d Improve options for retirement and benefits for retirees	13	11	14	19	22	21	100	717
e Increase salary	31	24	19	13	7	8	100	720
f Increase support for research	10	27	21	16	16	9	100	717

RATING of Six Areas of the Collective Agreement in Negotiation

	Very										Not at All		Total	Number who Answered
	10	9	8	7	6	5	4	3	2	1	Not Sure			
<i>percentage distribution</i>														
a Decrease teaching loads	43	7	11	7	5	8	4	4	4	6	1	100	722	
b Extend and strengthen equity provisions	9	4	9	9	9	17	6	7	7	17	7	100	717	
c Improve benefits (including health, dental, disability, etc.)	10	9	19	15	12	17	4	7	4	2	1	100	718	
d Improve options for retirement and benefits for retirees	15	7	15	11	10	18	6	5	5	6	3	100	718	
e Increase salary	35	12	17	11	6	9	3	2	2	2	1	100	720	
f Increase support for research	23	12	19	12	9	11	4	3	2	3	1	100	717	

Source: 2008 YUFA Bargaining Survey

Survey Design, Data Collection and Analysis by the Institute for Social Research, York University

Table 2
Ratings of the Importance of Potential Improvements to Benefits

	Very									Not at	Total	Number who Answered	
	Important	9	8	7	6	5	4	3	2	1			Not Sure
	<i>percentage distribution</i>												
Improvements to Benefits													
Extend reciprocal tuition to additional universities	16	6	12	6	6	13	3	6	4	15	13	100	719
Have the Ontario Health Tax paid by the Employer	25	6	12	9	6	18	4	3	4	6	7	100	719
Increase length of parental leaves	10	4	10	8	4	14	5	6	8	20	10	100	715
Increase support for the Lee Wiggins Part-Time Day Care Centre	9	5	10	8	6	12	6	7	6	18	13	100	715
Increase vacation entitlement	9	4	9	6	8	14	4	7	7	21	10	100	715
Extending Health Care Coverage to:													
Acupuncture	15	3	9	5	6	11	4	5	5	28	10	100	713
Chinese Traditional Medicine	10	2	7	5	6	10	3	5	7	33	13	100	712
Home care	28	9	17	10	5	13	2	3	2	6	4	100	719
Prostate blood test (PSA)	23	8	15	10	5	13	3	2	3	10	9	100	716
Registered nutritionists	12	5	13	8	7	15	5	5	7	17	7	100	717
Travel immunizations	21	7	16	9	7	16	3	3	4	9	5	100	716
Increasing Coverage of:													
Chiropractic services	16	3	11	8	7	12	4	4	5	25	7	100	716
Dental coverage	49	9	15	8	3	7	2	1	1	3	2	100	719
Long Term Disability	33	9	17	9	6	13	2	2	1	4	3	100	716
Vision Care allowance	49	10	19	6	3	6	1	2	1	3	1	100	721

Source: 2008 YUFA Bargaining Survey

Survey Design, Data Collection and Analysis by the Institute for Social Research, York University

Table 3
Ratings of the Importance of Improvements to Workload

	Very Important										Not at All Important		Total	Number who Answered
	10	9	8	7	6	5	4	3	2	1	Not Sure			
<i>percentage distribution</i>														
Faculty														
Establish an entitlement to Revocable Reduced Load	14	5	12	5	5	9	3	2	3	6	36	100	681	
Improve computing support (other than purchasing)	10	6	14	11	10	15	6	5	6	11	6	100	686	
Improve secretarial support	15	6	12	10	10	15	6	5	7	10	4	100	684	
Improve support for your research	32	10	20	10	6	10	3	2	2	2	2	100	687	
Increase credit given for graduate supervision	37	10	14	7	6	8	3	2	3	5	4	100	686	
Increase the minimum course release for administrative positions	22	8	14	10	8	10	5	5	3	9	7	100	688	
Increase the stipends for administrative positions	18	7	13	10	8	11	6	6	3	10	8	100	685	
Increase the support from teaching assistants and/or marker/graders	16	8	18	11	9	15	6	3	3	7	5	100	684	
Lower the normal teaching load in your unit	53	7	8	3	3	6	3	2	3	9	2	100	688	
Librarians														
Establish an entitlement to Revocable Reduced Load	10	21	3	7	0	14	3	3	0	10	28	100	29	
Improve computing support (other than purchasing)	23	13	17	13	3	17	0	3	0	7	3	100	30	
Improve secretarial support	13	3	17	13	7	17	3	3	0	13	10	100	30	
Improve support for your research	23	0	23	17	7	13	0	3	7	3	3	100	30	
Increase the complement of librarians	73	7	13	0	0	3	0	0	0	3	0	100	30	
Increase the number of research days	33	20	17	10	0	7	0	3	7	0	3	100	30	
Increase the stipends for administrative positions	20	13	13	10	10	13	0	0	3	3	13	100	30	
Provide better access to flexible work-weeks	34	17	24	3	3	7	0	3	0	0	7	100	29	
Provide release for administrative positions	24	3	14	14	10	14	3	0	0	7	10	100	29	

Source: 2008 YUFA Bargaining Survey

Survey Design, Data Collection and Analysis by the Institute for Social Research, York University

Table 4
Rating of Improvements in Support for Research

	Very Important									Not at All Important		Total	Number who Answered
	10	9	8	7	6	5	4	3	2	1	Not Sure		
	<i>percentage distribution</i>												
Conference Travel Fund	53	9	14	5	3	5	3	1	2	4	3	100	720
Educational Leave Fund	10	5	10	8	5	16	5	5	7	14	15	100	708
Faculty / Library Research Grant Fund	34	12	18	6	5	9	3	2	2	5	6	100	710
Junior Faculty / Librarian Research Fund	26	7	12	7	5	12	5	3	3	12	10	100	702
Sabbatical and other Leave Research Funds	34	11	19	8	5	9	3	1	1	4	5	100	703
Teaching-Learning Development Fund	6	2	11	8	9	17	6	6	5	13	16	100	697
Release Time Teaching Fellowships	21	5	13	9	6	10	4	3	5	9	15	100	699
Research Development Fellowship Program	14	5	15	8	7	13	4	3	4	7	20	100	702
Professional Expense Reimbursement	54	12	13	5	3	6	2	1	1	2	1	100	709
Computer support	16	8	20	11	8	15	4	3	4	7	4	100	713
Library resources	20	6	18	11	7	15	4	4	4	6	4	100	712
Secretarial support	13	5	12	8	7	16	7	6	7	12	6	100	711

Source: 2008 YUFA Bargaining Survey

Survey Design, Data Collection and Analysis by the Institute for Social Research, York University

Table 5
Ratings of Improvements to Retirement Benefits

	percentage distribution										Not at All Important	Not Sure	Total	Number who Answered
	Very Important	9	8	7	6	5	4	3	2	1				
Faculty														
Improve incentives for early retirement	24	5	15	7	5	10	4	3	4	12	12	100	682	
Improve benefits for retirees	43	9	14	7	4	6	2	1	1	4	8	100	687	
Increase number of courses a faculty member is entitled to teach after retiring	14	4	13	9	6	14	3	3	4	17	13	100	679	
Increase rate of pay for post-retirement teaching responsibilities	20	6	14	9	6	11	2	3	3	13	13	100	680	
Librarians														
Improve incentives for early retirement	35	13	13	3	6	10	3	3	0	3	10	100	31	
Improve benefits for retirees	45	13	23	0	0	3	0	0	0	6	10	100	31	
Increase number of one-third time appointments a librarian is entitled to after retiring	35	13	16	3	0	3	0	6	3	3	16	100	31	
Increase rate of pay for post-retirement librarian responsibilities	42	13	16	3	0	3	0	3	0	3	16	100	31	

Source: 2008 YUFA Bargaining Survey

Survey Design, Data Collection and Analysis by the Institute for Social Research, York University

Table 6

Answers to Individual Questions

	Response	Percentage	Number
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, have steps required to accommodate the needs of students with a disability required additional effort that has significantly increased your workload?	yes	30	
	no	70	
	total	100	722
Do you support YUFA bargaining for an Affirmative Action 30% Target for minorities in hiring areas where there are already 40% women?	yes	34	
	no	34	
	not sure	32	
	total	100	725
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. Do you support adding "Lesbian / Gay / Bisexual / Transgendered /queer" as a fifth affirmative action group for hiring at York?	yes	25	
	no	54	
	not sure	20	
	total	100	725
Have you ever requested accommodation for a disability or continuing health condition from the Employer?	yes	9	
	no	91	
	total	100	726
For Respondents who Requested Accommodation			
Did the Employer provide you with:	the accommodation you needed	46	
	some accommodation, but less than you needed	37	
	little accommodation	3	
	no accommodation	14	
	total	100	63
Was the accommodation provided:	in a timely fashion	49	
	with some delay	36	
	after considerable delay	15	
	total	100	53

Source: 2008 YUFA Bargaining Survey

Survey Design, Data Collection and Analysis by the Institute for Social Research, York University

Table 7a

Characteristics of Survey Respondents

	Response	Percentage	Number
What is your sex / gender?	Female	46	
	Male	53	
	Other	1	
	Total	100	717
In what year were you born?	25-34	8	
	35-44	30	
	45-54	28	
	55-64	28	
	65 and older	6	
	Total	100	702
In what year were you first employed at York as a YUFA member?	1974 or earlier	7	
	1975-1984	7	
	1985-1994	20	
	1995-1999	10	
	2000-2004	28	
	2005-2008	29	
	Total	100	706
In what Faculty is your PRIMARY appointment?	Arts	34	
	Atkinson	15	
	Education	4	
	Source: 2008 YUFA Bargaining Survey	Environmental Studies	3
	Fine Arts	9	
	Glendon	5	
	Health	11	
	Science & Engineering	14	
	Schulich	5	
	Total	100	692

Source: 2008 YUFA Bargaining Survey

Survey Design, Data Collection and Analysis by the Institute for Social Research, York University

Table 7b
 Characteristics of Survey Respondents, continued

	Response	Percentage	Number
What is your appointment status?	Probationary	27	
	Tenured	65	
	Special Renewable Contract	2	
	Continuing Appointment	3	
	Contractually Limited Appointment	3	
	Total	100	722
What is your rank?	Assistant Librarian	2	
	Associate Librarian	2	
	Senior Librarian	0	
	Assistant Lecturer	6	
	Associate Lecturer	6	
	Senior Lecturer	1	
	Assistant Professor	28	
	Associate Professor	36	
	Full Professor	19	
Total	100	718	
Please indicate if you are a member of any of these equity-seeking groups (select more than one if applicable).	Aboriginal person	1	722
	Lesbian, Bisexual, Gay, Transgendered, Queer	7	722
	Person with disability	5	722
	Visible minority	14	722
	Woman	39	722
	I am a member, but prefer not to answer	9	722

Source: 2008 YUFA Bargaining Survey

Survey Design, Data Collection and Analysis by the Institute for Social Research, York University