

2001 communiqué

19 June

Notes

Write to the bargaining team

The YUFA Collective Bargaining Team now has its own email address —

bargaining@yufa.org

The team welcomes your thoughts on bargaining.

Bargaining support net

Help YUFA at the bargaining table. Send names of 5-10 colleagues whom you could contact in the event of a bargaining membership meeting this summer to Kathy Bischooping (kbischoop@yorku.ca or x55015). Sixty-two YUFA members already have done.

Get the proposals

From the YUFA Collective Bargaining Team web page at — <http://www.yufa.org/cb> — or come by the YUFA office (241 SSB).

Thanks for the support!

The Executive thanks the members who have come forward to serve on the Bargaining Support Committee!

- Luigi Bianchi (Atkinson)
- Kathy Bischooping (Arts)
- Arthur Hilliker (FPAS)
- Mary Kandiuik (Libraries)
- David McNally (Arts)
- Naomi Norquay (Education)
- Barbara Rahder (FES)
- Penni Stewart (Arts)

Offer low, progress slow

The management team tabled the Employer's initial salary counter-proposal late last week. The Employer proposed a 1% raise in each of the next three years.

"The Employer's initial salary proposal is just that, a first offer, but frankly not a very promising one," said Penni Stewart, YUFA's Acting Chairperson.

Absent from the proposal are: retiree benefits, pensions improvements, inflation adjustments to grants and fellowships, and most workload issues. On the latter, the pro-

posal indicates a willingness to discuss teaching load credit for graduate supervision.

Although the monetary proposal is low in across-the-board raises, it is rich in market and merit money to be distributed at the Employer's discretion. Such funds in the proposal total \$1.3 million per year. By contrast, the Employers' across-the-board salary proposal is equal to about \$1 million per year.

Bargaining teams for YUFA and management have made some slight progress since beginning to meet on the

17th of May.

The parties have reached tentative agreements on a few non-monetary items, including appointments, information sharing, and law librarians' issues.

The tentative agreement on appointments includes:

- A provision to allow members of the alternate stream to transfer to the professorial stream, subject to decanal recommendation based on professional contributions
 - Clarifications of affirmative
- (Continued on page 2)*

Leadership in place for negotiations

YUFA's leadership has been solidified for at least the next months, thanks to constitutional amendments members adopted at the Annual General Meeting on the 29th of May.

The amendments included a new "Ranking Officer" section, as well as a provision that Executive may appoint members to vacant officer positions for specified terms.

The "Ranking Officer" clause ensures that, should the Chairperson be absent or the

position of Chairperson be vacant, the union will always have an authorised representative.

As YUFA's Past Chairperson, Penni Stewart is the ranking officer, and therefore is now Acting Chairperson. She continues as an ex officio member of YUFA's bargaining team.

Lorna Erwin and Leslie Sanders, YUFA's immediate past Vice Chairs External and Internal respectively, have accepted six-month Executive appointments to continue on as

Vice Chairs. Their appointments are subject to ratification at the next General Membership Meeting.

In addition, YUFA's bargaining team has appointed Brenda Spotton Visano as Chief Negotiator. Brenda provides YUFA with experienced, forceful, and savvy leadership at the bargaining table.

This seasoned leadership team will guide the union through the period of negotiations and their aftermath.

Sleepless in academia ... a letter from Ottawa

Dear YUFA members:

Last week, two of us from the negotiating committee attended the CAUT Collective Bargaining Conference on Workload, hoping to compare notes with members of other faculty associations about ways to take up workload issues. In this we were disappointed: few associations have tried to address workload as comprehensively as YUFA's current proposals, beyond, at some universities, establishing a 2.5 course teaching load for faculty and pressing for more research time for librarians. However, the conference did help us see the "big picture", why many of us may be "feeling sleepless in academia."

Four themes emerged at the conference. The first was 'de-skilling' or de-professionalization, which several speakers linked to devaluing teaching, separating research from teaching, and increasing dependence on 'teaching-only' faculty positions.

A second, related theme is about tiering in the profession. An egregious example of this is the Canada Research Chair programme, which Rhonda Love (U of T Faculty Association President) described as rewarding researchers who are grant-getters by giving them even more funding. At some institutions, CRCs do not teach, increasing the teaching and service loads of their colleagues, and thereby reducing the re-

search time available to all. What will happen at York when the CRC programme begins to affect the workloads of the rest of us?

The third theme involved various aspects of partnering between universities and other institutions. While conference participants debated about exactly what kinds of partnerships could be classified as 'contracting out' (i.e., shifting work outside a bargaining unit), they agreed that partnerships do raise many concerns. Gail Storr (UNB-Nursing) explained how these projects were often created opportunistically by administrators, without consultation and with threats against non-compliant programmes. She raised issues about the increased workload, loss of collegial process, and even loss of academic freedom. Here again we need to be vigilant at York about such partnerships.

More generally, there was discussion of stress-related health issues, in response to Sandra Acker's (OISE-UofT) analysis of women's experi-

ences of inequitable, grueling, and intensifying workload at several institutions. "At every hour of the day," said Acker, "somewhere in Canada, an academic is working." Conference participants discussed the extent and kinds of medications that academics are needing in order to cope with workload issues. One cited study identified treatments for indigestion as the top category of academics' over-the-counter drug purchases.

What else did we learn at this conference? That York is in the forefront in its research on faculty members' attitudes and concerns about their work: more than 430 of you will remember filling in YUFA's bargaining questionnaire on these issues earlier this year. From this survey, we found out that 67% of you who have worked at York for the last 5 years feel that your workload has increased.

We got the picture: workload is a priority in this round of negotiations.

Leslie Sanders & Mary-Louise Craven

Some slight progress

(Continued from page 1)

action language about self-identification by members of under-represented groups

- A commitment by the Employer to hold affirmative action workshops for faculty members

On information sharing, the Employer agreed to provide the union with enrolment data and lists of marketability raises given to individual faculty members.

The tentative agreement on law librarians' issues deals with the change of management structure in Osgoode's library.

Talks have also begun on the procedures for addressing




harassment complaints. YUFA is seeking due process, reasonable timelines, and joint agreement to neutral investigators. The Employer team has proffered one exploratory counter-proposal on this issue.

In addition, management presented a costing of the union's compensation and workload proposals. The YUFA bargaining team continues to press for more data in order to understand these costings.


The Employer has declined to discuss several of YUFA's key non-monetary proposals, including accommodation for persons with disabilities, health & safety, and scheduling of teaching.

Checklist

Compensation

- Article 19 Leaves & fellowships
-  Art. 25 Compensation
- Appendix E Librarian pay equity
-  App. N Merit & salary grid
-  New App. 'X' Administrative stipends



Workload

- Art. 8 Information
-  Art. 18 Terms & conditions of employment

Retiree benefits


- Art. 14.08

Pensions, benefits & equity

-  Art. 3 Harassment procedures
- Art. 7 Task Force on Inclusivity & Diversity
- Art. 12 Appointments
- Art. 14 Low projected pensions
- Art. 18 Accommodation
-  Art. 19 Caregiver leaves
- Art. 26 Pensions & benefits

Other

- Art. 18 Health & safety
- Art. 27 Rights & privileges
- Attach. 2, etc. Law Librarians issues

 = underway

= tentatively settled

communiqué

YUFA bargaining newsletter

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