

2001 communiqué

Meet Team YUFA

Notes

Management's team

- John Brooks, Chief Negotiator
- Phil Silver, Fine Arts Dean
- Ellen Hoffman, University Librarian
- John Amanatides, Pure & Applied Science Associate Dean
- Barry Miller, Academic Staff Relations Director

Bargaining support network

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 (kbischo@yorku.ca or x55015).

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).

Thank you, Contract Review Committee

Many thanks to these hard-working members who developed the draft negotiating positions:

- Jay Rahn (Chair)
- James Check
- Mary Kandruk
- Jody Warner
- Walter Whiteley

On the 2nd of May, the Executive Committee appointed five accomplished members with complementary backgrounds to re-negotiate your Collective Agreement.

YUFA's 2001 Collective Bargaining Team are: Mary-Louise Craven, Ellie Perkins, Brent Roe, Leslie Sanders, and Brenda Spotton Visano. They will be assisted by Penni Stewart and Brett Cemer.

"This is a fabulous team," said Penni Stewart, YUFA Chairperson. "They bring just the right mix of expertise and

creativity to take our issues forward."

Team members have strong track records in negotiating agreements and contracts of various kinds. Brenda Spotton Visano has negotiated a formal institutional relationship between the Canadian Women Economists Network and the Canadian Economics Association, as well as curricular articulations with CAAT while Associate Dean at Atkinson College. Ellie Perkins has experience in community environmental negotiations.

Leslie Sanders has bargained twice for YUFA, several times for CUEW Local 3 (now CUPE 3903) including three times as Chief Negotiator, and for other unions as well.

Related to their diverse negotiating backgrounds is team members' work enforcing collective agreements, including grievance and arbitration. Mary-Louise Craven and Ellie Perkins have experience with YUFA's Contract and Grievance Committee, while Leslie Sanders served

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Priorities clear from membership meeting

At a general meeting held on the 25th of April, members worked hard through the afternoon, reaching consensus on the bargaining position YUFA would take into negotiations.

Negotiations began on the 17th of May.

"The explicit goal this year is to focus bargaining on the three priorities identified by the membership: workload, retiree benefits, and compensation," said Penni Stewart, YUFA

Chairperson. "Within each of these areas we have attempted to address equity principles."

Compensation proposals generated the most debate. The Contract Review Committee had devised modest proposals with raises to address the increases in the cost of living in Toronto since the last contract was negotiated (5.2% over two years).

However, members felt

strongly that it would not be enough simply to keep up with the cost of living. The proposals were amended at the meeting to include an additional 4% raise in the first year, in order to close the gap between York salaries and those at U of T, Guelph, Queen's, McMaster, and Waterloo. Members endorsed the new salary proposals unanimously.

Other major compensation

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Exec well-prepared for bargaining

The recent appointments by the Executive of YUFA's Collective Bargaining Team for 2001 is the latest in the Executive's preparations for an effective round of bargaining.

Since 24th January, the Executive has surveyed the membership, given input on priorities and proposals to the Contract Review process, organized area meetings, and discussed strategy.

More recently, the Executive has struck a bargaining support committee and appointed the collective bargaining team (see "Meet Team YUFA").

The bargaining support committee's mandate is to include members in the bargaining process by fostering communication between the membership and the bargaining team and by building understanding of positions and processes. The committee is co-ordinated by Kathy Bischooping, former YUFA chief negotiator and incoming Information Officer.

The Executive's responsibility for bargaining flows from constitutional and by-law amendments approved by the membership at the

May 2000 AGM. These amendments re-united negotiating and leadership functions in the Executive Committee.

Meet Team YUFA

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for several years as Chief Steward for CUEW Local 3, as well as on YUFA's JCOAA.

Most team members have recently been YUFA Officers and Executive Representatives. Brent Roe has been Librarian Representative and Recording Secretary, Brenda Spotton Visano is completing a term as Atkinson Representative, Leslie Sanders is finishing her term as Vice Chairperson Organization, and Ellie Perkins represented Environmental Studies during the 1997 strike.

Finally, several team members have expertise relevant to specific YUFA proposals in this round of bargaining. As a veteran member of the Reference Department Co-ordinating Group, Brent Roe is our expert on librarian

workload issues. As a former Associate Dean, Brenda Spotton Visano has been responsible for many aspects of university financial management, including budgeting, managing enrollments and course offerings, and costing distance education programs. Ellie Perkins was a founding member of YUFA's Equity Committee.

The team is enthusiastic and committed. Mary-Louise Craven was interested in this appointment because "It's pay-back time. The union's work on pay equity for women has been really great, and I feel it is time for me to pay my dues."

"It should be an interesting and rewarding experience," said Brent Roe, "The YUFA team are very good, level-headed people who should be a pleasure to work with."

Checklist

Compensation

- Article 29 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

 = in progress

 = tentatively settled

Priorities clear from membership meeting

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proposals ratified included:

- Increasing alternate stream salaries to 90% of professional salaries
- Raising stipends for Chairs,

Programme Directors, and other YUFA academic administrators.

Workload proposals aimed at protecting members from the incursion of the double cohort (which begins to arrive in 2003) also received unanimous approval. Important elements include:

- Establishing maximum University-wide faculty-student ratios & increased Librarian complement
- Greater flexibility & control of workload for Librarians
- Regularising and reducing teaching loads through increased credit for grad su-

pervision, course co-ordination, large classes

Proposals to guarantee retiree benefits also received resounding support.

Other significant proposals ratified would:

- Create a health & safety committee
- Create a task force on inclusivity and diversity
- Improve pensions for those with low projected retirement incomes
- Establish fair harassment investigation procedures
- Improve accommodation for members with disabilities.

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Small: 4700 Keele, 241SSB, M3J2R6
Email: yufa@yorku.ca
Telephone: 416 736 5236
Fax: 416 736 5850
Web: www.yufa.org