

2001 communiqué

Manoeuvrings on money

Notes

Get the facts

Negotiating *FactSheets* on Toronto's cost of living, health & safety issues, and workload problems and proposals are available at –

<http://www.yufa.org/cb/index.html#issues>

Watch the website for upcoming fact sheets on YUFA's salary proposals and retiree benefits issues.

'Dear Bargaining Team'

YUFA's Collective Bargaining Team would appreciate hearing your thoughts on bargaining. Drop them a line at – bargaining@yufa.org

Equity input

The Executive Committee thanks Jody Warner (Equity Co-ordinator) for consulting with the Bargaining Team on the sexual harassment policy proposal.

New bargaining supporters

Welcome to Harry Smaller (Education), a new member of the Bargaining Support Committee. The committee also thanks Walter Giesbrecht (Library) for research on cost-of-living statistics.

YUFA has been working hard to produce momentum in bargaining on monetary issues. The union's top monetary priorities are to reduce workloads and make them more consistent, to increase salaries meaningfully, and to improve retirees' benefits.

"Moves on our part have been used to encourage counterproposals by the management team," said Penni Stewart, YUFA's Acting Chairperson.

"This approach has been especially successful on retiree benefits, where the

parties are now \$250 000 apart, down from \$700 000 just a few weeks ago. On salary and workload, we're now applying the same strategy."

According to Stewart, progress is now more rapid than it had been by July, when the parties last negotiated in 1999. Both YUFA and management have stated that they are committed to reaching a tentative settlement by month's end.

Workload

YUFA's workload pro-

posals in three main areas — librarians' research time and complement, undergraduate teaching, and graduate teaching — have monetary implications.

Only a small gap remains between the parties' positions on librarians' entitlement to research days. In the latest of a series of proposals and counterproposals, YUFA now seeks one additional research day for each of the 36 librarians, while management would have the librarians compete

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Solid progress on most non-\$ issues

Bargaining teams for YUFA and management are nearing tentative agreement on most non-monetary issues, with the exception health & safety.

"Progress here has been steady," said Penni Stewart, YUFA's Acting Chairperson. "On almost all non-monetary issues, and particularly those falling under the broad rubric

of equity issues, the Employer has shown a real willingness to take up YUFA's substantive concerns."

However on health & safety, Stewart characterized the Employer as "balking completely."

Lorna Erwin, Vice Chair External, is YUFA's health & safety expert. She explains what recent legislative

changes by the Ontario government mean for members.

"With Bill 57, government gave up its responsibility for enforcing critical aspects of health & safety.

"It is therefore imperative," said Erwin, "that YUFA negotiate new health & safety language. Without it, we will have less control over

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YUFA attempts to induce movement on workload, salary

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for a pool of 20 additional research days. YUFA proposes an increase of three in the librarian complement, but the Employer has not moved on this issue.

In its earlier proposals on faculty workload, YUFA sought blanket improvements for faculty teaching large classes, co-ordinating large numbers of TAs, or preparing internet courses. YUFA has recently revised its faculty workload language to specify that a \$1 million funds be spent to address issues related to undergraduate teaching load.

YUFA's new model also addresses the Employer's concern that units retain discretion in how to calculate "normal" teaching loads. In response, the Employer has broken its long silence on workload issues related to undergraduate teaching by proposing improvements worth some \$175 000.

On graduate supervision, YUFA proposes an equity

adjustment to the teaching loads of faculty members who receive no credit for graduate supervision. In units with normal teaching loads in excess of 2.5 courses, such members would receive a half course reduction for involvement in graduate programmes.

However, the Employer has been proposing a 'fee for service' model. For each *primary* supervision, faculty members with normal course loads of 3.0 would receive a 0.125 course reduction.

Salary

Exchanges of new counter-proposals on salary issues have just gotten underway. On base salaries, YUFA is currently proposing 5.7%, spread over two years. Management has increased its base salary offer from 1.0% per year to 1.5% per year, while signalling that there is room for movement "to conclude a deal."

"The Employer's most re-

cent salary offer is still abysmally low," Stewart comments, "but we have been able to induce some improvement."

The management proposals continue to emphasize funds to be distributed at the Employer's discretion, such as marketability and merit funds.




Retiree benefits

For retiree benefits funding, YUFA has recently scaled its demand down from \$1 million to \$700 000. This amount would suffice to extend benefits to those who retire in the next two years and to improve substantially the available benefits.


The Employer had initially refused to increase retiree benefits funding beyond the existing \$300 000. In response to YUFA's move, management has now offered \$450 000 — enough to fund benefits for new retirees, but not yet enough to cover any improvements.

Checklist


Compensation

- Article 19 Leaves & fellowships
-  Art. 25 Compensation
- Appendix E Librarian pay equity
-  App. N Merit
-  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

Employer willing, where money not concerned

(Continued from page 1)

our conditions of work and greater difficulty holding the employer responsible."

YUFA and the Employer

have now agreed tentatively to:

- update parental leave provisions to take into account changes to Employment Insurance
- specify that extraordinary elder/child care can be grounds for a short-term leave
- allow junior librarians to apply to funding for research support
- establish a committee that will address workload issues arising from e-mail and other electronic contact with students

- protect probationary employees from the requirement that they teaching in consecutive summers
- set 10 as the maximum number of consecutive months for required teaching assignments

The parties continue their work on procedures for addressing sexual harassment complaints, creation of a funded Task Force on Inclusivity & Diversity, and improvements to the accommodations guaranteed for persons with disabilities.

communiqué

YUFA bargaining newsletter

Kathy Bischooping
Information Officer

Production: CUPE 1281
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Smal: 4700 Keele, 241SSB, M3J2R6
Email: yufa@yorku.ca
Telephone: 416 736 5236
Fax: 416 736 5850
Web: www.yufa.org