

Table 1

RANK of Six Areas of the Collective Agreement in Negotiation for Faculty and Librarians combined

	Highest	Second	Third	Fourth	Fifth	Lowest	Total	Number who Answered
	Priority	Highest				Priority		
	<i>percentage distribution</i>							
a Decrease teaching loads / workload	41	14	9	11	14	10	100	709
b Extend and strengthen equity provisions	4	6	9	11	20	50	100	706
c Improve benefits (including health, dental, disability, etc.)	5	16	22	28	20	7	100	710
d Improve options for retirement and benefits for retirees	15	17	17	18	22	11	100	709
e Increase salary	25	23	20	13	8	11	100	713
f Increase support for research	12	24	23	18	13	11	100	712

RATING of Six Areas of the Collective Agreement in Negotiation for Faculty and Librarians combined

	Very Important									Not at All Important			Number who Answered
	10	9	8	7	6	5	4	3	2	1	Not Sure	Total	
	<i>percentage distribution</i>												
a Decrease teaching loads / workload	40	5	10	5	5	9	4	22	17	11	1	100	714
b Extend and strengthen equity provisions	7	3	8	6	9	15	6	7	9	23	6	100	710
c Improve benefits (including health, dental, disability, etc.)	11	8	17	14	12	17	6	7	4	3	1	100	712
d Improve options for retirement and benefits for retirees	19	7	16	11	12	12	5	5	6	4	2	100	712
e Increase salary	27	11	19	8	7	10	5	4	4	4	0	100	713
f Increase support for research	23	10	15	12	9	13	5	5	3	3	1	100	713

Source: 2008 YUFA Bargaining Survey

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

Table 1

RANK of Six Areas of the Collective Agreement in Negotiation by FACULTY

	Highest	Second	Third	Fourth	Fifth	Lowest	Total	Number who Answered
	Priority	Highest Priority				Priority		
	<i>percentage distribution</i>							
a Decrease teaching loads	42	14	9	11	14	10	100	684
b Extend and strengthen equity provisions	4	5	9	11	20	51	100	681
c Improve benefits (including health, dental, disability, etc.)	5	16	22	29	21	8	100	685
d Improve options for retirement and benefits for retirees	14	17	17	18	23	11	100	684
e Increase salary	25	24	20	13	8	10	100	688
f Increase support for research	12	24	23	19	13	10	100	687

RATING of Six Areas of the Collective Agreement in Negotiation by FACULTY

	Very Import- ant									Not at All Import- ant			Number who Answered
	10	9	8	7	6	5	4	3	2	1	Not Sure	Total	
	<i>percentage distribution</i>												
a Decrease teaching loads	41	6	9	5	5	10	4	22	17	11	1	100	689
b Extend and strengthen equity provisions	7	2	8	6	9	15	6	7	9	24	6	100	685
c Improve benefits (including health, dental, disability, etc.)	11	8	16	14	12	17	6	7	4	3	1	100	687
d Improve options for retirement and benefits for retirees	19	7	16	11	12	12	5	6	7	5	2	100	687
e Increase salary	27	12	19	8	7	10	5	4	5	4	0	100	688
f Increase support for research	24	10	15	12	9	13	5	5	3	3	1	100	688

Source: 2011 YUFA Bargaining Survey

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

Table 1

RANK of Six Areas of the Collective Agreement in Negotiation for LIBRARIANS

	Highest Priority	Second Highest Priority	Third	Fourth	Fifth	Lowest Priority	Total	Number who Answered
	<i>percentage distribution</i>							
a Decrease workload	20	12	16	8	24	20	100	25
b Extend and strengthen equity provisions	4	16	12	24	20	24	100	25
c Improve benefits (including health, dental, disability, etc.)	8	36	20	16	16	4	100	25
d Improve options for retirement and benefits for retirees	20	12	16	28	16	8	100	25
e Increase salary	28	0	12	24	12	24	100	25
f Increase support for research	20	24	24	0	12	20	100	25

RATING of Six Areas of the Collective Agreement in Negotiation for LIBRARIANS

	Very Important									Not at All Important			Number who Answered
	10	9	8	7	6	5	4	3	2	1	Not Sure	Total	
	<i>percentage distribution</i>												
a Decrease workload	12	0	28	16	4	4	8	8	4	12	4	100	25
b Extend and strengthen equity provisions	8	4	16	8	4	16	4	4	12	12	12	100	25
c Improve benefits (including health, dental, disability, etc.)	12	12	24	8	12	16	0	12	4	0	0	100	25
d Improve options for retirement and benefits for retirees	16	4	16	20	12	20	0	4	4	0	4	100	25
e Increase salary	28	4	8	16	4	20	4	8	0	8	0	100	25
f Increase support for research	20	4	32	8	4	4	4	8	0	4	12	100	25

Source: 2011 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, Faculty and Librarians Combined

	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>													
Improvements to Benefits													
Extend reciprocal tuition to additional universities	17	3	9	7	5	15	3	4	4	21	12	100	712
Increase length of parental leaves	10	2	7	5	5	14	4	6	7	27	12	100	711
Increase vacation entitlement, LIBRARIANS ONLY	20	4	20	16	8	8	0	8	4	12	0	100	25
Extending Health Care Coverage to:													
Acupuncture	13	2	7	8	4	9	3	6	7	34	7	100	710
Chinese Traditional Medicine	6	3	5	5	4	9	4	5	10	39	10	100	710
Home care	22	6	16	11	7	12	4	4	3	10	5	100	711
Registered nutritionists	7	2	11	7	8	14	5	7	7	25	6	100	711
Increasing Coverage of:													
Chiropractic services (currently \$500/year)	12	4	7	5	6	13	3	7	6	32	5	100	708
Dental coverage	39	7	15	6	7	9	3	4	3	7	1	100	709
Long Term Disability	23	7	16	10	6	15	4	4	3	6	5	100	706
Massage therapy (currently \$500/year)	25	7	13	7	4	12	4	5	5	16	2	100	709
Vision Care allowance (currently \$550/2 years)	43	8	16	6	4	10	2	2	2	6	1	100	709

Source: 2011 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 for FACULTY

	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>														
Improvements to Benefits														
Extend reciprocal tuition to additional universities	17	3	9	7	5	15	3	4	5	21	12	100	687	
Increase length of parental leaves	9	2	7	5	5	15	4	6	7	28	12	100	686	
Extending Health Care Coverage to:														
Acupuncture	13	2	8	7	4	9	3	6	7	34	7	100	685	
Chinese Traditional Medicine	7	2	5	5	4	9	4	5	10	39	10	100	685	
Home care	22	6	15	10	7	12	4	4	3	10	5	100	686	
Registered nutritionists	7	2	10	7	8	15	6	7	8	25	6	100	686	
Increasing Coverage of:														
Chiropractic services (currently \$500/year)	12	4	7	5	6	13	3	6	6	32	5	100	683	
Dental coverage	39	7	15	6	6	9	3	4	3	7	1	100	684	
Long Term Disability	24	7	17	10	6	14	4	4	3	6	5	100	681	
Massage therapy (currently \$500/year)	25	7	13	7	4	12	4	5	5	16	2	100	684	
Vision Care allowance (currently \$550/2 years)	43	7	16	6	4	10	2	2	2	5	1	100	684	

Source: 2011 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 for LIBRARIANS

	<i>percentage distribution</i>										Total	Number who answered	
	Very Important 10	9	8	7	6	5	4	3	2	Not at All Important 1			Not Sure
Improvements to Benefits													
Extend reciprocal tuition to additional universities	24	8	8	4	12	8	8	0	0	16	12	100	25
Increase length of parental leaves	16	4	8	16	8	8	0	4	8	16	12	100	25
Increase vacation entitlement, LIBRARIANS ONLY	20	4	20	16	8	8	0	8	4	12	0	100	25
Extending Health Care Coverage to:													
Acupuncture	16	8	0	12	4	0	8	8	4	24	16	100	25
Chinese Traditional Medicine	0	20	0	4	4	0	0	12	4	36	20	100	25
Home care	12	0	20	24	8	12	0	0	4	8	12	100	25
Registered nutritionists	4	8	20	8	12	12	0	8	0	20	8	100	25
Increasing Coverage of:													
Chiropractic services (currently \$500/year)	12	4	8	0	8	24	0	16	0	16	12	100	25
Dental coverage	20	12	12	0	16	16	0	4	4	12	4	100	25
Long Term Disability	8	12	12	12	8	32	0	0	4	4	8	100	25
Massage therapy (currently \$500/year)	28	8	8	16	4	16	0	0	0	8	12	100	25
Vision Care allowance (currently \$550/2 years)	36	16	4	20	4	12	0	0	0	8	0	100	25

Source: 2011 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

	percentage distribution										Total	Number who Answered	
	Very Important 10	9	8	7	6	5	4	3	2	Not at All Important 1			Not Sure
Faculty													
Establish an entitlement to Revocable Reduced Load	16	4	9	6	6	10	3	4	4	12	29	100	675
Improve computing support (other than purchasing)	12	3	10	10	8	18	4	8	8	15	5	100	681
Improve secretarial support	10	3	12	8	8	18	6	8	7	14	5	100	683
Improve support for your research	32	8	15	12	6	11	4	2	2	5	3	100	684
Increase credit given for graduate supervision	29	8	17	9	5	11	3	3	2	8	5	100	685
Increase the minimum course release for administrative positions	14	7	10	9	8	15	4	5	5	15	6	100	680
Increase the stipends for administrative positions	12	5	11	9	7	16	4	6	6	17	8	100	680
Increase the support from teaching assistants and/or marker/graders	11	6	17	11	9	16	5	6	4	10	6	100	681
Lower the normal teaching load in your unit	47	5	6	5	2	10	3	3	4	12	2	100	684
Librarians													
Establish an entitlement to Revocable Reduced Load	20	0	12	4	4	12	4	4	4	4	32	100	25
Improve computing support (other than purchasing)	16	4	20	12	12	4	8	8	4	4	8	100	25
Improve secretarial support	4	8	12	8	12	16	8	4	4	12	12	100	25
Improve support for your research	20	16	16	0	24	12	0	0	0	12	0	100	25
Increase the complement of librarians	80	8	4	0	0	4	0	0	0	4	0	100	25
Increase the number of research days	28	4	20	8	4	16	0	4	8	8	0	100	25
Increase the stipends for administrative positions	4	8	20	12	8	16	0	8	4	16	4	100	25
Provide better access to flexible work-weeks	24	4	12	12	8	12	8	4	0	8	8	100	25
Provide release for administrative positions	4	12	8	12	24	16	4	0	0	12	8	100	25

Source: 2011 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, for Faculty Members

	percentage distribution										Total	Number who Answered	
	Very Important 10	9	8	7	6	5	4	3	2	Not at All Important 1			Not Sure
Increase Conference Travel Fund	46	6	15	5	4	8	1	3	2	8	3	100	679
Increase Educational Leave Fund	6	1	6	7	8	17	6	5	9	23	11	100	671
Increase Faculty Research Grant Fund	28	10	14	8	7	12	2	3	3	8	5	100	673
Increase Junior Faculty Research Fund	15	6	13	10	6	13	3	4	5	14	11	100	668
Increase Sabbatical and other Leave Research Funds	22	7	16	11	7	13	2	4	3	9	4	100	673
Increase Teaching-Learning Development Fund	4	2	7	10	9	16	5	7	8	21	12	100	667
Increase Release Time Teaching Fellowships	12	3	10	8	7	14	4	5	6	18	11	100	667
Increase Research Development Fellowship Program	10	5	11	10	9	14	6	4	4	14	13	100	668
Increase Professional Expense Reimbursement	44	11	13	9	4	8	2	2	1	5	1	100	673
Increase Computing support	13	4	11	11	9	17	6	7	4	13	6	100	672
Increase Library resources	11	5	13	11	9	18	4	7	5	12	6	100	674
Secretarial support	9	4	10	9	9	16	5	8	8	16	7	100	674
Provide online access to University of Toronto Libraries	30	7	16	8	6	11	3	2	4	9	5	100	677

Source: 2011 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, for Librarians

	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>													
Increase Conference Travel Fund	42	13	25	8	4	4	0	0	0	4	0	100	24	
Increase Educational Leave Fund	13	0	4	17	13	17	4	4	8	17	4	100	24	
Increase Faculty Research Grant Fund	33	8	13	17	0	8	0	4	0	17	0	100	24	
Increase Junior Faculty Research Fund	33	8	17	8	4	4	0	4	4	17	0	100	24	
Increase Sabbatical and other Leave Research Funds	21	4	29	4	0	29	0	0	4	8	0	100	24	
Increase Teaching-Learning Development Fund	4	13	13	4	4	17	4	0	0	13	26	100	23	
Increase Release Time Teaching Fellowships	4	9	9	9	0	13	4	4	0	13	35	100	23	
Increase Research Development Fellowship Program	4	4	13	13	4	9	9	4	0	9	30	100	23	
Increase Professional Expense Reimbursement	52	17	4	13	0	9	4	0	0	0	0	100	23	
Increase Computing support	17	13	17	9	4	9	0	9	0	13	9	100	23	
Increase Library resources	58	0	17	4	0	13	0	0	0	4	4	100	24	
Secretarial support	4	0	22	9	9	0	4	4	0	30	17	100	23	
Provide online access to University of Toronto Libraries	26	0	9	4	9	17	4	4	0	13	13	100	23	

Source: 2011 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

	Very									Not at			Number who Answered	
	Important	10	9	8	7	6	5	4	3	2	1	Not Sure		Total
<i>percentage distribution</i>														
Faculty														
Improve incentives for early retirement	25	5	11	7	6	12	3	3	3	14	13	100	679	
Improve benefits for retirees	41	11	12	7	3	9	1	1	2	5	9	100	681	
Increase support for post-retirement research	16	5	14	9	7	14	3	4	5	15	9	100	679	
Increase number of courses a faculty member is entitled to teach after retiring	13	5	10	8	5	14	5	5	5	19	11	100	682	
Increase rate of pay for post-retirement teaching responsibilities	17	5	11	7	6	13	4	4	4	19	9	100	681	
Librarians														
Improve incentives for early retirement	32	12	12	12	8	4	0	0	0	4	16	100	25	
Improve benefits for retirees	33	13	25	4	4	4	0	0	0	4	13	100	24	
Increase support for post-retirement research	4	4	33	0	8	17	0	13	0	13	8	100	24	
Increase number of one-third time appointments a librarian is entitled to after retiring	17	4	33	0	8	17	0	4	0	4	13	100	24	
Increase rate of pay for post-retirement librarian responsibilities	33	13	13	8	4	13	0	0	0	0	17	100	24	

Source: 2011 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
Would you support inclusion of “Lesbian / Gay / Bisexual / Transgendered (LGBT)” as an additional affirmative action category in units that have more than twenty YUFA members, of whom less than five percent identify as LGBT?	yes	27	716
	no	51	
	not sure	21	
	total	100	
Have you ever requested accommodation for a disability or continuing health condition from the Employer?	yes	10	714
	no	90	
	total	100	
Did the Employer provide you with:	the accommodation you needed	47	73
	some accommodation, but less than you needed	32	
	little accommodation	10	
	no accommodation	12	
	total	100	
Was accommodation provided:	in a timely fashion	54	63
	with some delay	25	
	after considerable delay	21	
	total	100	

Source: 2011 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	45	
	Male	54	
	Other	1	
	Total	100	708
Age	under 35	4	
	35-44	27	
	45-54	27	
	55-64	30	
	65 and older	12	
	Total	100	687
In what year were you first employed at York as a YUFA member?	1974 or earlier	7	
	1975-1984	8	
	1985-1994	21	
	1995-1999	9	
	2000-2004	25	
	2005-2009	29	
	2010-2011	2	
	Total	101	706
In what Faculty is your PRIMARY appointment?	Arts	47	
	Education	4	
	Environmental Studies	2	
	Fine Arts	8	
	Glendon	6	
	Health	11	
	Science & Engineering	16	
	Schulich	5	
	Total	100	681

Source: 2011 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	15	
	Tenured	78	
	Special Renewable Contract	1	
	Continuing Appointment	3	
	Contractually Limited Appointment	3	
	Total	100	707
What is your rank?	Assistant Librarian	1	
	Associate Librarian	2	
	Senior Librarian	0	
	Assistant Lecturer	4	
	Associate Lecturer	7	
	Senior Lecturer	1	
	Assistant Professor	17	
	Associate Professor	43	
	Full Professor	25	
Total	100	708	
Please indicate if you are a member of any of these equity-seeking groups (select more than one if applicable).	Aboriginal person	1	717
	Lesbian, Bisexual, Gay, Transgendered, Queer	7	717
	Person with disability	5	717
	Visible minority person	13	717
	Woman	39	717
	I am a member but prefer not to answer	9	717

Source: 2011 YUFA Bargaining Survey
 Survey Design, Data Collection and Analysis by the Institute for Social Research, York University