

YUFA Executive Officers' Workplan 2005-06

(At the time of printing, this Workplan is pending ratification by the Stewards' Council on November 4, 2005.)

As required by YUFA By-law 9(b), the following is the Executive Committee's workplan.

President – Arthur Hilliker

1. Perform the duties of President as outlined in the YUFA Constitution and Bylaws.
 - a. Serve as the authorized representative of the Association, including speaking to the York University Senate and the press.
 - b. Serve as an *ex officio* non-voting member of all YUFA standing and *ad hoc* committees. (I shall attend committee meetings at the invitation of the committee or committee chair or where I think it important for me to do so.)
 - c. Be responsible for the conduct of all YUFA affairs.
 - d. Chair meetings of the Executive Committee and the General Membership.
 - e. Initiate and co-ordinate the priorities and work plans of Officers, committees and staff.
 2. Facilitate the participation of YUFA members with YUFA activities by meeting with all units not met with during 2004-2005. (These meetings also serve to further acquaint members with the services YUFA can provide.)
 3. Chair the All University Committee on Pensions (AUCP) and facilitate improvements in the pension plan.
 4. Facilitate consideration of revisions to the next Collective Agreement.
 5. Continue to Chair the *ad hoc* subcommittee on Libel and work towards a resolution of the issue satisfactory to YUFA members.
 6. Work collectively with the Vice-President Internal and the Vice-President External in the carrying out of their duties and work plans.
 7. Serve as the chief fiduciary officer of the Faculty Association.
 8. Organize the new members' lunches in collaboration with staff, the Communications Officer and the Vice-President Internal.
 9. Facilitate the expeditious implementation of the ending of mandatory retirement.
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Vice-President Internal – Mary Kandiuk

As per the YUFA By-laws, the Vice-President Internal:

- Assists the President in ensuring YUFA's internal operations are running smoothly and in accordance with the Constitution and By-laws
- Recruits members to contribute to the Association
- Chairs YUFA's personnel committee
- Is a member of Executive and Stewards' Council
- Develops and carries out priorities and projects as part of the workplan

In addition to the above-mentioned duties, the activities of the Vice-President Internal will focus on the following priorities in the coming year:

Collective Bargaining

- Assemble and provide support to the Bargaining Committee (with other members of Executive)
- Assist with the collection and dissemination of information as it relates to collective bargaining (with Jay Rahn)

Association Renewal / Building Participation in YUFA

- Welcome, inform and reach out to new members through new faculty lunches (with Arthur Hilliker, Jay Rahn and Jill Flohil)
- Work to fill current and future vacancies on YUFA Committees with particular emphasis on filling Executive positions for 2006-08 (with Brenda Hart)
- Work with all members of Executive to develop a strategy to increase member participation

Joint Committee on the Administration of the Agreement

- As a member of JCOAA, assist with the administration and implementation of the Collective Agreement
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Vice-President External – Joe Levy

Leadership Style

As someone who teaches a course on Leadership, I believe that it is appropriate and necessary as the new member of the YUFA Executive Team to state my leadership philosophy.

I have always been a team player. I have been extremely successful in my research, teaching and service because I believe that “the whole is greater than the sum of its parts.” While as an Executive, in camera, we may have critical debates and disagreements, in communicating with the external world we must stand together and support each other once a decision has been made by the Executive. I look forward to supporting my colleagues on the Executive, and I also look forward to benefiting from their support.

Goals for 2005-2006

1. Perform the duties of VP External as outlined in the YUFA Constitution and Bylaws.
2. Serve YUFA whenever the President, or the Executive as a whole, requests that I act as the authorized representative of the Association.
3. Work with the other members of the Executive to represent the Association in the most optimal and collegial manner.
4. Liaise with appropriate unions, student groups and other organizations, for example OCUFA, CAUT, NUCAUT and other labour, education, health and safety, retirement, transportation, and housing organizations.

5. Track and monitor external political, economic, social and health affairs pertinent to the Association's interests.
 6. Continue to nurture and expand the well-developed links that my predecessor initiated with CUPE 3903, YUSA, Graduate Student Association (GSA), and YSF.
 7. Given my training and experience in working in the health and human service field, I will explore ways to improve the quality of working life on campus that is in keeping with external legislative developments at all levels of government.
 8. Future land development at York needs to have YUFA input and I will endeavour to ensure that this occurs.
 9. Provide leadership and support in campus-wide efforts to foster links with the Jane-Finch community and other community groups and municipal services.
 10. YUFA at York has a long and admired tradition of social justice and equity, and respect for the religious, political, and cultural values of minority groups on campus. These long-standing traditions will be respected and sustained.
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Chief Stewards – Ruthann Dyer & Joan Allen

Chief Stewards and Co-Chairs of YUFA's Grievance Committee and YUFA's Stewards' Council

The work of the two Chief Stewards, both constitutionally and as it has evolved over the immediate past is to, between them, attend to the following responsibilities:

1. to assist and represent YUFA members in contract-related matters vis-à-vis the York University Administration as these move from meetings with the Employer's representatives through the various stages of the dispute resolution process (Article 9);
2. to grieve any policy issues which may arise out of the work of YUFA's various committees and / or the encounters which YUFA members may have with the Employer, and to handle the grievance process which ensues;
3. to chair meetings of, and expedite the work of, (a) the Grievance Committee and (b) the Stewards' Council;
4. to liaise with, and attend meetings of, YUFA's Executive Committee and the Joint Committee on the Administration of the Agreement (JCOAA);
5. to disseminate information through the Chief Stewards' webpage;
6. to consult periodically with the bargaining priorities team; and
7. to continue to recruit stewards in units where they are needed.

In carrying out these tasks, our general goals have been to defend YUFA members' rights and the integrity of our Collective Agreement and to work to strengthen YUFA's capacity to advance equity at York.

Communications Officer – Jay Rahn

Regular activities of the Communication Officer will include the monthly Executive Summaries as well as notices and reports concerning meetings of the General Membership; participation in meetings of the Executive Committee and Stewards'

Council; soliciting items for, and representing YUFA's interests on, the Editorial Collective of *Critical Times*; invitations to, and participation in, YUFA's new member lunches. Continuing extraordinary activities will include YUFA's Working Groups on Libel / Scope of Employment and Articles 18.13-14.

As anticipated in the 2004-05 Progress Report, I also plan to compile webpage materials on Health & Safety and Equity as well as work on the Bargaining Priorities questionnaire and, with the Treasurer, revise the By-laws concerning YUFA's finances.

Equity Officers – Narda Razack & Didi Khayatt

The Equity Officers have a rather broad mandate to make York an inclusive and a welcoming institution for all YUFA members and especially to examine the needs of those belonging to the designated equity groups. We will continue to attend the following meetings and others that fall under our portfolio:

- Hold bi-weekly meeting (or as appropriate) with YUFA Executive Associate, Brenda Hart to prepare for Equity meetings and to discuss the ongoing projects;
- Attend YUFA Executive meetings twice monthly;
- Attend monthly Stewards' Council;
- Attend Race Equity, Queer, Aboriginal and Disability caucus meetings as needed, and others deemed necessary under this portfolio;
- Meet informally with the Affirmative Action Officer for input into equity issues;
- Respond as needed to issues that arise relating to equity e.g., Mandatory Retirement.

Bargaining:

The Equity Committee, together with the Race Equity, Disability, Queer and Aboriginal caucuses will work together to frame language on the issues below for the general membership to accept for bargaining. The issues for consideration are:

1. Inclusion of GLBTQ as a fifth equity seeking group;
2. Hiring process: training sessions for the entire hiring committee and other processes to ensure that more people from the equity seeking groups are actually hired;
3. Thresholds for other equity-seeking groups similar to those for women;
4. Removal of the mandatory retirement clause;
5. Replacing Appendix "S" with the Employment Accommodation Process Protocol.

Talk is continuing with our members regarding other equity issues we would like to bring to the negotiators for bargaining.

The Equity Committee will organize an event with faculty members with expertise and interests on the topics to be recommended for bargaining.

Equity Workshops:

The Equity Committee, together with the caucuses, will continue to discuss the purpose and goals of conducting equity workshops with various groups. The Equity Committee will consider the intent, format, content and process of a commitment and

understanding of equity issues at all levels of YUFA and with other joint committees. We will hold joint discussions on equity with representatives from JCOAA, Stewards' Council and other groups to determine an appropriate plan of action.

We will also discuss holding a seminar on Equity and Mentoring in the next academic year.

Recruitment and Representation:

We will discuss ways to ensure that YUFA is representative of all of its members. We will organize an event for new faculty members in the Fall to discuss matters pertaining to equality and to seek their support for our activities. We will continue to actively recruit members to the Equity Committee, to be representatives on Stewards' Council, and the caucuses, where feasible. We will discuss how Equity Committee members can become more visible not only within their units but also in their interaction with other colleagues. These efforts will help to bridge and make links between members and the YUFA Executive.

Research:

Research into equity issues is critical to provide a knowledge base of equity issues within the University and also within other institutions. We will establish a research portfolio to help us develop responses to current concerns and issues. We will attend strategic conferences and meetings to facilitate awareness of cutting edge research into equity issues.

Equity Audit:

We will continue to discuss implementation of a full equity audit with the various members of the caucuses.

Pay Equity:

We will discuss conducting an audit of pay equity for visible minority faculty. This issue was raised at a discussion with the Executive, the Dialogue on Equity Forum and also within the Equity Committee itself. We have requested statistics and will begin to analyze these when they become available.

Treasurer – Marty Thomas

The Treasurer's routine responsibilities include preparing YUFA's annual budget, monitoring YUFA's financial position, making investment decisions, and more generally, participating in the work of the Executive Committee.

In the 2005-2006 year, I also intend to further safeguard YUFA's assets, building on the work done in 2004-2005. Specifically, I intend to finalize changes in the By-laws concerning management of the YUFA Defence and Arbitration funds. Also, working with the auditor and bookkeeper, and with the approval of the Executive Committee, I intend to implement more explicit and comprehensive safeguards of YUFA assets, including restrictions on transfers of assets.

