

**York University Faculty Association
Annual General Meeting 2004 Draft Minutes**

Date: November 8, 2004

Time: 12:30 – 3:30

Location: Curtis Lecture Hall M

Meeting began at: 12:50

10) Agenda Approval. Executive Resolution 1. **Motion:** that the agenda be approved. Moved by L. Ripley and seconded by D. Khayatt. Carried.

11) Minutes of the 2003 AGM (attachment 1). Executive Resolution 2. **Motion:** that the Minutes of the AGM for 2003 be approved. Moved by D. Khayatt and seconded by N. Razack. Carried.

12) President's Remarks:

- i) Thank-you for coming.
- ii) A. Hilliker is meeting with Chairs of all units.
- iii) Rae Commission – See Working Group's Notes. Ideas for Working Group Brief
 - (1) Income contingent repayment program:
 - (a) Economic argument – we see a number of problems with the income contingent repayment program, including that we consider it to be economically detrimental because young people will be burdened with larger debts which will impact their purchasing power at a vulnerable time in their lives.
 - (b) Fairness argument – this program would mean passing on debt to future generations for a higher proportion of the costs of their education than we have in previous generations.
 - (c) The administrative cost of collecting debts and administering the program is prohibitive. The OFL is very interested in hidden costs of alternative funding schemes.
 - (2) Tuition Fees:
 - (a) It doesn't make mathematical sense to say that putting some of the extra income earned through higher tuition to scholarships and bursaries would improve access.
 - (b) Higher tuition fees are an impediment to university attendance. As well, we're against deregulation of tuition fees overall and against deregulation of currently regulated programs.
 - (3) The funding formula for Graduate Students is inadequate and unrealistic; for example, funding for only 2 years for a masters program is impractical for many programs.
 - (4) Research:
 - (a) It's important for the function of all universities that they be research-oriented. YUFA and the Administration are on common ground on this. Most professors and librarians at York are researchers.
 - (b) A higher proportion of Contract Faculty has a negative impact on research.
 - (c) The university is the only institution that does basic research and critiques all aspects of society at arm's length and as a trusted third party.
 - (5) Autonomy:

- (a) Both Administration and YUFA want to preserve the autonomy of the University.
 - (b) Preservation of both internal and external accountability.
 - (c) Extension of Freedom of Information Act to universities.
 - (6) Retention:
 - (a) Retention means that more students will go on to upper level courses, which require lower student-faculty ratios.
 - (b) The issue of lowering course standards comes up here.
 - iv) Altered PER policy: JCOAA is the committee to which the Employer lodges changes in the Collective Agreement. The present change involves the administration of the PER. The Employer is now requiring Chairs to sign-off on "Expense Reports." The rationale behind this involves insuring that expenses meet with the requirements of Revenue Canada. PER accounts cannot be combined with other internal or external research accounts. A. Hilliker has written to the Chairs, some of whom, in turn, have consulted other YUFA members in their units.
- 13) Budget 2004-2005 (attachment 2). Executive Resolution 3. **Motion:** that the 2004-2005 Budget Proposal be adopted. Moved by J. Blazina and seconded by L. Ripley. Carried Unanimously.
- 14) Jane-Finch Special Projects Committee Budget (attachment 3). Executive Resolution 5. **Motion:** that the budget line for Course Directors for the Jane-Finch Special Projects Committee should be adjusted in the budget to reflect the entire cost of a Course Director and that the Jane-Finch Special Projects Committee Budget be approved. Moved by H. Smaller and seconded by D. Diplo. Carried unanimously.
- 15) Disposition of Demutualization Funds (attachment 4). Executive Resolution 6. **Motion:** to approve the Disbursement of the Demutualization Funds to the YUFA-Jane-Finch Bursary Fund. Moved by K. Bird and seconded by I. Splettstoesser. Carried.
There have been no awards made to date. If we make this transfer before the end of the year, the money will be matched dollar for dollar. It was mentioned that if we do solicit for matching funds, we eliminate the possibility of International students from availing themselves of them.
- 16) Officers' Annual Reports (Executive Workpan Reports) (attachment 5). Executive Resolution 7. **Motion:** that the Annual Reports of Officers of the Association be received. Moved by L. Litch and seconded by L. Ripley. Carried.
- 17) Workload Discussion:
- i) R. Dyer, Chief Steward, addressed the meeting and introduced Chief Steward M. Silverman. Changes in the delivery of courses could/should be entertained. YUFA is concerned that class sizes are increased as well as course management work. We are encouraging members to send in the types of changes that are being proposed and/or problems in their units. We want to alert members to the fact that changes are being proposed that will affect their workloads. M. Silverman stated that we are about to file two policy grievances respecting workloads. Members are asked to advise YUFA of any changes in their workload, e.g., email, class size. R. Dyer reminded new faculty that anything members discuss with YUFA is kept in strict confidence until they give YUFA permission to make the information public.
 - ii) Comments on Workload:

- (1) A member raised the large discrepancy between an Atkinson course workload and the cognate course in Arts.
- (2) We need to know how many of the 250 new tenure-stream YUFA positions we are actually receiving.
- (3) Individuals can file grievances if their unit's workload document is breached.
- (4) There is a wide-ranging restructuring involving Arts, Atkinson, and Science and will involve a new Faculty involving Health, Policy, and Nursing. A. Hilliker referred the members to Article 18.27. As to class size, refer to the Collective Agreement, page 70 and following.
- (5) Workload increases also have to do with non-teaching activities, such as the increased use of technology.
- (6) It was mentioned that non-YUFA members can be pressured to do the work that YUFA members do not want to do; that non-tenured faculty and CLAs may be less likely to use the contract to fight for their rights.
- (7) Could there be a centralized attack on the downloading of work, including CUPE and YUSA? A. Hilliker suggested that he could speak with members of these unions.
- (8) *Critical Times* is very interested in articles on workload and faculty compliment.
- (9) Course releases for certain tasks change from unit to unit or Faculty to Faculty. A. Hilliker reminded us that this information is made public in the spring of each year.
- (10) FGS Arts wants to increase minimum class size from 4 to 7-10. M. Silverman advised that we have bargained on this issue and anyone affected should let her know.
- (11) Article 18.11 cannot be used against units by the Dean. This Article refers to individual cases only. There are no cases in collective memory where Chairs or Deans have used this Article.
- (12) Members cannot be asked to teach more than 2 consecutive summers.

18) Mandatory Retirement Discussion: will be abolished in the Province of Ontario. The Employer is not proposing that university faculty be exempt but they do want a 5-7 year phase-in period. YUFA would not agree with this phase-in provision.

- i) Discussion: there are groups on campus that cannot afford to retire at 65.
- ii) Recruitment Chill: younger workers are anticipating fewer job opportunities due to older workers continuing beyond age 65. Consequently, they may have to look for positions in the private sector.
- iii) It was mentioned that this new legislation will probably only delay new jobs for 2 to 2.5 years.
- iv) We have a responsibility to insure that replacement appointments are really made and positions are not lost through attrition.
- v) Collective Agreement provisions for people with low pensions would have to be renegotiated.
- vi) It was generally agreed that mandatory retirement should be abolished and that professors should not be exempt.

19) Rae Commission on Postsecondary Education Discussion:

- i) R. Dyer mentioned that Atkinson has noted that the RC has made no provision for mature students or international students. As a University that has a single Faculty that is committed to servicing mature and non-traditional students, we must encourage the RC to address this.

- ii) See A. Hilliker's "Rae Commission working notes" above. The working group will publish its letter in *Critical Times* and through other channels.
- iii) Income contingent repayment plan has not worked in Australia.
- iv) The group was in general agreement with the position outlined by A. Hilliker.

20) Other Business: None

21) Adjournment: **Motion** to Adjourn: Moved by D. Khayatt and seconded by M. Silverman.
Carried.