

Draft Minutes  
YUFA Special General Meeting  
9 February 2009  
Computer Science & Engineering Building, Lecture Hall A  
Minutes prepared by Jay Rahn  
Meeting chaired by Arthur Hilliker

The meeting began at 3:15 p.m.

1. Agenda Approval:

Motion: That the agenda be approved. Moved by: John Parkinson; seconded by: Hugh Wilson. Carried.

2. Minutes Approval:

Motion: That the minutes of the 4 December 2009 Special General Meeting be approved. Moved by: Kathy Bischooping; seconded by: Louise Ripley. Amendment: re: Resolution: change 'Carried' to Moved by: Ricardo Grinspun. Ruled out-of-order by: A. Hilliker (Chair). Ruling challenged by: David Clipsham.'

3. Back-to-Class Working Conditions:

Mary Kandiuk (YUFA Co-Chair, Joint Committee on the Administration of the Agreement) summarized the results of JCOAA's preliminary meeting concerning back-to-class working conditions, 29 January 2009. These results are described at <http://www.yufa.org/external/remediation.html>. YUFA members will be apprised of future agreements and are encouraged to contact YUFA with respect to any issues they may have, e.g., by email to [yufa@yorku.ca](mailto:yufa@yorku.ca).

4. Discussion re: 'Teaching Stream Appointments' and other possible changes to the YUFA Collective Agreement:

A. Hilliker (President, YUFA) and Livy Visano (Vice-President External, YUFA) detailed discussions since September 2008 between themselves and Walter Whiteley (Representative of Stewards' Council, YUFA Executive) on one hand and on the other, CUPE 3903 and the Employer concerning SRC-like and Alternate Stream appointments in YUFA and proposals of Teaching Stream Appointments (TSAs) by CUPE 3903 and the Employer. Highlighted were YUFA's continuing support for a fair and equitable agreement between CUPE 3903 and the Employer and for a proposal like the Special Renewable Contract category in previous and current YUFA Collective Agreements. Although, from the first, YUFA sought tripartite negotiations with the Employer and CUPE 3903, these only took the form a single 5-minute presentation by YUFA's representatives at the bargaining table. Also emphasized was that YUFA did not receive an official version of the Employer's and CUPE 3903's TSA proposals until a mediator was appointed by the Province at the

end of January. Also outlined were YUFA's possible responses if an SRC-like program within YUFA were to be determined during mediation or arbitration of the dispute between the Employer and CUPE 3903.

In subsequent discussion, YUFA members drew attention to Employers seeking TSA programs across Canada, the lack of replacement of retired faculty, the non-renewal of CLAs, decreases in the academic portion of the budget, contrasts between existing SRCs and proposed TSA appointments and between these and Alternate Stream appointments, CUPE 3903 excludées in certain Faculties, YUFA's commitment to Affirmative Action, the relationship between devaluation of teaching and academic freedom, and the prospect of negotiating a YUFA / CUPE 3903 ratio.

5. Committee-of-the-Whole:

Members advanced and discussed many issues and proposed several motions.

6. Report Back of the Committee-of-the-Whole

Motions proposed in Committee-of-the-Whole were reported back for possible debate. Of these, the following were approved for subsequent debate by a show of hands:

- i. That, following standard labour movement practice and in accordance with Article 9.1 of the YUFA Constitution, upon at least 7 days notice during the exam period in February / March 2009 a special general meeting be held at which the YUFA Executive will present its main recommended demands for the forthcoming contract negotiations and at which YUFA members will have an opportunity to discuss and vote on all such demands as will be raised at that meeting.
- ii. That the YUFA Executive inform the general membership by electronic attachment or secure mailout at least 7 days prior to the SGM requested in [the immediately preceding motion] of the main results of the bargaining survey conducted during Fall 2008.
- iii. That the bargaining team in the forthcoming negotiations include three members elected by the general membership no later than 31 March 2009.
- iv. That we decry the tierification of education that pits workers against each other. We stand with CUPE 3903 and do not wish to suggest that only YUFA members are meritorious workers. Like them, we are concerned with quality of education and job security, and like them want to ensure good jobs that will allow us to deliver meaningful courses.
- v. That YUFA make immediately clear to the employer and the York community that it believes that the creation of TSAs (or any other new employment category in YUFA) should not lead to a reduction in the amount of work currently being done by YUFA workers. And that, given the chronic lack of replacement for retirees at York or hirings to match

student growth over the past decade, YUFA immediately announce to the employer and the York community that any number of TSAs hired must be matched by an equivalent twofold increase of CLAs or tenure track positions.

- vi. That outside [the immediately preceding motion] where departmental need can be demonstrated, YUFA immediately and publicly demand that CLAs have their contracts renewed as a matter of principle. And that these reappointments be made in a spirit of commitment to negotiating future conversions of CLAs into the tenure stream.
- vii. That YUFA Executive act as soon as possible to strike a subcommittee to produce a discussion paper that places recent labour negotiations and YUFA's upcoming negotiations within the broader context of cuts to the funding of post-secondary education, a significant reduction in hiring for tenure-stream jobs, an increasing reliance on contingent labour, equity issues, increasing class sizes, and expanding workloads, all of which contribute to a general erosion of the quality of education. The subcommittee will call upon leading scholars in the field at York, as well as the ongoing work of existing YUFA committees. The discussion paper will be distributed to the media and on YUFA-M for discussion.
- viii. That YUFA seek comprehensive legal advice concerning the issue of 'community of interest' in regard to contract faculty representation in the YUFA collective agreement.

7. Motions Arising from Committee-of-the-Whole:

A. Hilliker proposed that the motions approved for debate (item 6, above) be debated at the next Special General Meeting.

8. Adjournment:

Motion: That the meeting be adjourned. Moved by: James Walker; seconded by: David McNally. Carried.

The meeting adjourned at 5:30.