

- This Response proposal is provided without prejudice to the Employer's right to table additional, new and/or amended proposals in the course of collective bargaining negotiations and in response to Union proposals. All proposals are also made without prejudice to any current or future grievance and the Employer's position on the interpretation of collective agreement language in any current or future grievance.
- The University is willing to retain the services of an experienced labour mediator to assist the parties in achieving a renewal agreement at any point upon the agreement of CUPE 3903-2.
- To guarantee there is no disruption to the students of York, the University is also willing to refer all outstanding matters preventing the renewal of the Collective Agreement to interest arbitration at any point upon the agreement of CUPE 3903-2.

Union Proposal # 51

22.05

The Employer shall maintain an online system for postings and Notices of Recommended Appointments issued for the academic year. Where significant changes are made to the Employer's online system for postings and issued Notices of Recommended Appointments, which changes will not impact on the availability above, the Union will be advised and be provided a review of the changes. The Employer will also maintain archives of the past years as available.

Union Proposal # 58

12.09.2

The University will develop, during the life of the 2017 to 2020 Collective Agreement, a system for online access to individual work histories.

Union Proposal #65 - 69

Replace existing 23.04 (ii) with a new 23.04(ii) and amend 23.04(iv) as follows (and subject to YUFA consent):

23.04 FUNDING

(i) The employer shall provide incentive funding to a hiring unit(s) recommending an affirmative action pool member to a tenure stream position. This funding will normally cover the differential between the starting salary of the appointment and the cost of three full course directorships. The employer shall make \$130,000 available in incentive funding in each year of the collective agreement.

(ii) For each of the 2017-2018 year, the 2018-2019 year and the 2019-2020 year, the Office of the Vice-President Academic and Provost shall make at least five recommendations in 2017-2018, five recommendations in 2018-2019 and five recommendations in 2019-2020 of Affirmative Action Pool members. Of these fifteen recommendations, a minimum of three will be for full-time faculty positions to the tenure stream and the remainder will be for full-time faculty positions in a contractually limited appointment (CLA) of three years in length. Recommendations for tenure stream appointments may be to the professorial stream or the alternate stream. Of the recommendations for CLAs, over the three (3) academic years a minimum of 3 will be to the professorial stream and the remainder will be to the alternate stream, the normal annual teaching load for which will be up to 4 full course equivalents (FCEs). A minimum of 1/3 of recommendations for appointments to the tenure stream and 1/3 of recommendations for a CLA will be from among candidates who self-identify as a member of one or more of the designated employment equity groups.

(iii) During this period, should any member of the Affirmative Action Pool be appointed to a tenure-stream position as a result of a normal search process, the hiring unit receiving the appointment will be entitled to receive incentive funding under Article 23.04(i).

(iv) Normally, tenure-stream recommendations per 23.03.1 and 23.03.2 shall be made by May 1st for appointments commencing the following July 1.

(v) If an applicant is not recommended by the School or Department for a tenure stream position or a CLA, an explanation will be provided to the applicant on request.

Union Proposal #70

Amend 24.07 and 24.10 as follows.

24.07 In the 2017-2018 contract year a minimum of 7 LSTAs will for be offered to eligible applicants for September 1, 2018, in the 2018-2019 contract year a minimum of 7 LSTAs will be offered to eligible applicants for September 1, 2019, and in the 2019-2020 contract year a minimum of 7 LSTAs will be offered to eligible applicants for September 1, 2020. To the extent practicable a minimum of one third of the total number of LSTAs over the three-year period will be made from among those who belong to one or more of the four employment equity groups: aboriginal people, persons with disabilities, visible minorities and women.

...

24.10 Employees holding an LSTA may submit a written application to renew the LSTA for another three-year term. Written applications must be submitted no later than January 31 of the third year of the LSTA (e.g., no later than January 31, 2017 for an LSTA that expires August 31, 2018).

To be eligible for renewal applicants must have had their teaching reviewed by a member of the full-time faculty in the hiring unit(s) pursuant to Article 24.06 above over the course of their current LSTA. Applications will be assessed on the basis of the quality of an applicant's teaching, evidence of which will include the review pursuant to Article 24.06 above. Applications will also be assessed on the basis of the unit's academic planning needs.

All applications must also include a current CV. Applications shall not be unreasonably denied.

The total number of LSTAs in any contract year will not exceed seventy.

Union Proposal #71

Add 24.11

Members who hold an LSTA and yet who do not have a summer contract shall maintain access to email will be able to access any individual PER allocations and /or Research Grant funds, Conference Travel Funds or Professional Development funds or other funds during this non-worked period as if an active member.

Union Proposal 79 (E/R Counter)

Amend 5.03:

Remove last paragraph

Amend 5.03.1:

While not a designated group under the Federal Contractors Program the parties recognize and wish to remove any employment barriers and barriers to fair representation for employees that self identify as LGBTQ. Implementation of LGBTQ identified employees as the fifth Employment Equity group within the Collective Agreement will be done so as not to interfere with the Employer's Federal Contractors Program obligations.

Union Proposal # 82

12.04.2(i)

Where the applicants for a position have no previous applicable prior experience, or have equivalent applicable prior experience and meet the same levels of Required and/or Preferred qualifications as posted, the position shall be awarded to a candidate who is also a member of one or more of the employment equity seeking groups otherwise underrepresented in the hiring unit for bargaining unit work using the process

and definition of intersectionality established in 5.03.

Union Proposal # 83

12.04(2) (ii) Save and except for courses taught under 12.21, when a position is being posted in the hiring unit for the first time, priority will be given to applicants with the most applicable prior experience that meet the Required and/or Preferred qualifications as posted and who are members of one of the employment equity seeking groups otherwise underrepresented in the hiring unit for bargaining unit work using the process and definition of intersectionality established in 5.03.

Union Proposal # 90

Amend / add to 5.03

Unless otherwise agreed upon, underrepresentation shall be understood to mean fewer bargaining unit members that identify as belonging to one or more of the equity seeking groups than the availability data for the Greater Toronto Area reports.

Having regard to the above and available data, for the 2017 - 2020 Collective Agreement the following minimum thresholds will be used when applying intersectional equity data:

- 1) Where there are fewer than 44% members in the hiring unit doing bargaining unit work that identify as women and/or where there are fewer than 30% of members in the hiring unit who identify as racialized people (“visible minorities”), then an applicant that self identifies as a racialized woman will be appointed.
- 2) if there are no racialized women candidates, then a candidate from the more underrepresented group will be appointed.
- 3) if there are no candidates under (1) or if the hiring unit has met both thresholds in (1), then a candidate that self-identifies as an Indigenous (Aboriginal) person and/or a person with a disability will be hired.

4) if there are no candidates from the under-represented groups or if the hiring unit has met the thresholds under (1), then a candidate that self identifies as LGBTQ will be hired.

Hiring unit data for the most recent consecutive three contract years (or, during implementation, such period up to three contract years as is available) shall be used to establish hiring unit representation.

Where issues of interpretation, data or process arise during implementation, the parties will review these at the Employment Equity Committee.

Union Proposal #95

Amend 22.01(i) as follows:

Electronic transfer, updated by 1 November and 1 February each year, for...

Amend Article 22.02. (i) as follows:

...
address (as contained in the Payroll file and/or on-line application)
telephone number (as available in the payroll file and/or online application)
...

Amend Article 12.01.1 as follows:

12.01.1 All applicants for positions...must apply directly, providing....

Union Proposal #102

AMEND 15.15

In each year of the collective agreement 2017-2018, 2018-2019 and 2019-2020 an annual Research Leave Fund will be maintained at a value of the equivalent of 9 type 1

positions to provide up to three Research Leaves in each of those contract years for employees meeting the eligibility criteria for the Affirmative Action (“Conversion”) Pool. For one of the Research Leaves starting in 2017-18 priority will be given to assist an employee in the completion of their PhD

Employees receiving a Research Leave may teach up to a maximum of 1 type 1 position or its equivalent during the leave. Applications will be reviewed on a competitive basis by the Research Leave Adjudicating Committee, consisting of three full-time faculty members, including a designate of the Associate Vice-President Research, and a supporting Committee secretary. There will also be a non-voting CUPE 3903 participant/observer on the Committee .

Research Leave applications shall consist of the following:

- (a) a description of the proposed project;
- (b) a statement of the scholarly/creative significance of the project and relationship of the project to the applicant’s area(s) of scholarship/creative endeavours and, if relevant, areas of teaching;
- (c) a statement of the timelines involved in the completion of the project;
- (d) an updated curriculum vitae, including a statement of current areas of research specialization;
- (e) a copy of the final report submitted on completion of previous research leave, if applicable.

Employees awarded a Research Leave shall submit a final report following completion of the leave, summarizing the work completed on the leave. Submission of a final report is required to be eligible for a subsequent Research Leave.

Over the three years a minimum of forty four percent of the awards among the applicants otherwise assessed as meriting an award will be made to applicants who self-identify as a member of one or more of the designated employment equity groups. In the event that the number of applicants assessed as meriting an award does not allow for forty four percent of the awards to be made to applicants who have self-identified as a member of one more of the designated employment equity groups the Research Leave Adjudicating Committee will so report to the Joint Labour Management.

November 27, 2017

**Response Proposal of York University
For the Renewal of the
CUPE 3903 – 2 Collective Agreement**

Committee on an annual basis.

The Research Leave Adjudicating Committee shall submit a written report on the activities of the Committee to the Labour/Management Committee.