

VOTING NO TO THE FORCE RAT means no to concessions and yes to bargaining, with immense pressure to work out a compromise settlement. Even in case of back-to-work legislation, we would almost certainly get a better deal than the current offer: an arbitrator is unlikely to impose significant concessions. The arbitrator would likely give us a largely status quo deal without significant concessions. Accepting the employer's current offer is the worst-case scenario. Read more: <https://tinyurl.com/NoRatVote>

GAs JOB CUTS: THE COST OF FREE MONEY

Imagine you are going back to school for your Master's degree. You have kids, or a disability, or simply can't rely on your family to pay your bills. Grad school seems financially out of reach, even though your potential isn't in doubt.

You decided to go to York University, because you thought you'd have access to health benefits (drugs, dental, vision, extended health-care); a childcare fund; a fund for emergencies; and last but not least, protections from your union, as an employee.

Unfortunately, you realize this is no longer the case. Like many incoming

MA students as of September 2016, because York unilaterally decided to switch to fellowship funding and cut around 700 GAships, jobs that had mainly been reserved for Master's students.

MA's on their own. Sadly, our hypothetical student is no thought experiment to CUPE 3903 members who tried to assist MA students who had to live through the transition to the Fellowship Model.

Union representatives dealt with many former members pleading that if they could no longer access benefits, they would have to > cont' on Pg.2

DOMINO EFFECT

York's attempt to change the Unit 1 and Unit 3 collective agreements will not only continue to harm MA and PhD students. It will also continue to erode Unit 2 job security – something we are desperately fighting to improve.

Unit 3. When the employer cut 700 graduate assistantship (GA) positions > cont' on Pg.2

PRECARITY STRESS

York University's new strategy on mental health calls for a healthy workplace for staff and faculty. Recent studies have underlined how precarious working conditions contribute to higher stress, anxiety, and even influencing communication and conflicts in families.

So is York University going to walk > cont' on Pg.3

GA JOBS from Pg.1

quit grad school. For most MA students, the answer from the university to CUPE 3903 reps was loud and clear: you don't represent these people anymore, so why do you care?

We care. We care because we believe in accessible graduate education. We care because having dependents, or health issues, or needing to be protected from discrimination, is not a reason for someone to feel pressure to opt out of grad school.

It was through what York calls the "Fellowship Funding Model" that the admin. eliminated more than 700 unionized Graduate Assistant jobs in 2016, with the number growing every year. Currently, approximately 800 jobs have been lost.

These jobs provided research and clerical work to the university, and gave graduate students, primarily Master's students, the benefits and protections they need to succeed in graduate school.

The cost of "free money". York has tried to claim that they have moved to a model where graduate funding is "free money" — but we all know that there is no such thing as free money. The real costs of this decision are felt in the thousands of dollars lost in funds and benefits. The biggest liability of the fellowship model is the very ideal of accessible graduate education.

The loss of more than 800 Graduate Assistant jobs has resulted in hundreds of graduate students being denied the best health benefits package on campus. MA students also lost

access to funds for childcare, emergencies, support for sexual assault survivors, professional development, and more. Our collective agreements also guarantee extensions for students with disabilities and protection from discrimination and harassment.

More job losses. In addition, more good jobs on campus have also disappeared with the lost opportunities for professional development. All of these losses together paint a very clear picture of a graduate student experience which, rather than being improved, is dramatically worsened.

York is making graduate education even less accessible for those most vulnerable. This is one of the reasons why we are on strike: to get the employer to restore the Graduate Assistant jobs. To fight for accessible graduate education!

DOMINO from Pg.1

tions from Unit 3, incoming Master's students were granted fellowships instead of unionized GA positions. Some MA students were also granted TAships instead of GA positions.

Many Unit 2s survive on TA positions. As York redistributes more TAships to MAs, who they can pay less, those jobs are no longer available to Unit 1 and 2 members. The reverse is also true: restoring the 700 lost GA positions would open up more TA positions for Unit 1 and Unit 2.

Unit 1. York's offer of March 20 includes increasing the number of Unit 1 ticketed Course Director positions from 40 to 65 per year of the collective

> cont' on Pg.3

DOMINO

agreement. Tickets refer to Course Directorships (CD) done by CUPE 3903 members in Unit 1 (i.e. graduate students).

An increase in Unit 1 tickets would mean a further job loss of 25 CD positions per year for Unit 2s. This would also lead to seniority-related grievances within the union.

If these 25 extra tickets are enshrined in the Unit 1 collective agreement, it would be very difficult for us to bargain to reduce them in subsequent bargaining rounds.

York would like us to think of CDs for PhDs, and TAs for MAs, as though giving them the gift of a better job and better work experience. Yet, they are simply saving money by taking these jobs away from longer-serving union members. As the dominoes fall, this leads to worsening conditions for every one of us.

Let's resist York's divide and conquer strategy: the only way we can ensure greater job security for all is by standing together against the employer's concessionary offers for Unit 1, 2 and 3.

PRECARITY STRESS from Pg.1

the talk then, and bargain in good faith to increase job security for its contract faculty? Or is the York's mental health strategy just fake news?

For instance, a 2016 University of Toronto study surveying sessional faculty at 12 Canadian universities, including York, has highlighted that "hiring faculty to more stable, full-time positions would reduce stress

and enable instructors to better prepare of upcoming course."

More to the point, "For the majority (89%) of precarious sessionals, the short-term contractual nature of their employment was the source of a considerable personal stress," reads A Survey of Sessional Faculty in Ontario Publicly-Funded Universities (OISE). For these "Temp Permanent" faculty, "short-term contracts are stressful" and many instructors felt there was "a looming risk of 'burn-out,'" explains the study

More recently in February 2018 the Canadian Centre for Policy Alternatives confirmed that "workers tell us they routinely cope with tremendous levels of stress and chronic financial instability", in the report No Temporary Solution: Ontario's shifting college and university workforce (February 2018), using data from the Labour Force Survey.

Precarious work also ripples into the classroom. "Precarity impacts the quality of work and life for employees, not to mention the education that students received", reminds Erika Shaker, who authored the report. "These working conditions are also learning conditions."

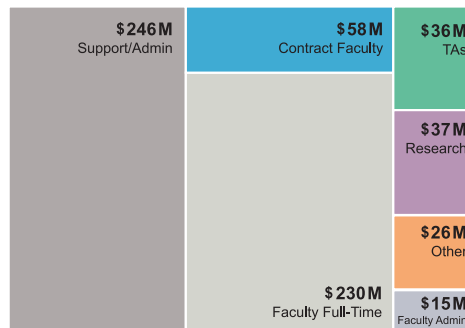
On March 20 2017, the Toronto Star also reported how "Precarious jobs scar employees' mental health", following a survey of over 4000 workers by the Ontario Federation of Labour. "Existing research conducted by United Way and McMaster University shows precarious workers are twice as likely as those in stable employment to report having mental health problems."

REALITY CHECK

40% Overheads Ratio: Cut administration fat, not classroom funding!

YorkU SALARY GRAM

York University Actual Salaries for 2017 (Total \$648 million)



Shoukri still making 487K

NAME	SALARY 2017	% INC.	JOB TITLE
Shoukri M	\$ 487 K	5%	Pres Emeritus
Lenton R	\$ 370 K	0%	Pres/VC
O'Hagan J	\$ 331 K	0%	VP Adv
Pound-Curtis T	\$ 300 K	25%	Asst VP Fin/ CFO
Hache R	\$ 285 K	0%	VP Res/Prof
Philipps L	\$ 266 K	30%	VP Acad/Prov
Coward D	\$ 231 K	89%	Asst VP HR
Ipperciel D	\$ 228 K	0.3%	Princ. Glendon
Francki R	\$ 210 K	2%	Asst VP Services

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3903 Social Media

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<http://tinyurl.com/3903YouTube>

Blog: <http://tinyurl.com/3903OnlineHQ>

StrikeInfo: <http://tinyurl.com/York>

UNSPIN THE ADMIN

Straightening out the spin from York U admin

Conversions: York President thinks contract faculty are second class yet keeps hiring them. Rhonda Lenton, president of York University, was quoted in the Globe and Mail on March 5, 2018: "What we've been trying to say to the union is we need to prioritize student success and academic excellence, and the majority of tenure-stream faculty appointments should be achieved through [open] searches."

Well, if contract faculty are not good enough for student success or for academic excellence, then why hire contract faculty in increasing numbers? Why rehire them year after year, sometimes for 15 or 20 years?

Bottom line: if contract faculty are good enough to teach York's students, then they deserve job security and fair wages, including conversions from contract to permanent tenure-stream positions.

Twitter Hashtags

#CUPE3903 #3903bargaining
 #StrikeToWin #YorkStrike
 #YorkUStrike #YorkUStrike2018
 #CanLab

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