



## **2016-2017 Year-End Committee Reports**

### **Accessibility Committee**

The following is a brief report of the activities that the Accessibility Committee of 2016-2017 engaged in during the year. This year the committee was 50% filled with two committee members (Tracy and Hossein).

As we believe that the best advice and opinions about disability and accommodations are from people with disabilities themselves, we devised a strategy in hopes to encourage and invite this population to become involved with the accessibility committee. As bargaining is occurring in this coming year we were interested if the community was satisfied with their collective agreement around issues relating to disability and accommodations. We also were trying to attain information, if there were gaps in the collective agreements, for potential proposals to be brought forth and/or areas that needed strengthening in terms of language for the upcoming bargaining year.

Based on the Collective Agreements, we extracted all the articles within each collective agreement that were relevant to disability and accommodations and then created a document for Unit 1 and one for Unit 2 that consisted of the relevant information mentioned. Then we created an e-mail for this committee and two Google docs where we posted the documents created: One for Unit 1 and one for Unit 2.

The executive reached out to some of the membership for the committee, specific departmental list serves blasted a call out to anyone who wished to help and posters were also printed and disseminated throughout the university. Approximately a dozen people have contacted the committee with their interest in being part of these two working groups. Currently, all interested parties have access to the unit specific online document that is reflective of the disability and accommodations articles within their CA.

Our original plan for the e-mail created was for it to function as a way for people with disabilities to report accessibility issues on campus, specifically where York is not meeting the AODA requirements. We envisioned that this committee would then report these issues to a representative of York so that they can be fixed. As there is not a representative of this sort or any department we can report to, one committee member set up a meeting with the Centre for Human Rights at York. A decision was made to, independently of the committee and union, acquire testimonials from people at York in regard to systemic discrimination in regard to disability. This is ongoing currently and once completed, it is hoped that this committee can take on this much-needed role, one that would ensure that York moved forward on accessibility issues rather than ignoring them.



### **Archive Committee**

The archive committee generally met on Tuesday afternoons for four hours. The committee for this year was Tracy Mack and Justin Panos.

In 2016-2017 the archive committee achieved many tasks. Based on a motion at the September GMM, the Committee conducted an analysis of historical ways and means applications in order to assess the adjudication process in terms of consistency and fairness. We discovered a number of irregularities and patterns that we included in our report.

We also assisted the communications committee in the production of audio-visual materials designed to preserve the history of the local and promote collective bargaining. These films are currently in production. The work of the archive committee included tracking down past collective agreements and bargaining updates to fit with the director's script.

The Ways and Means report demonstrates the usefulness of the archives. Analyzing historical documents reveals complex and complicated patterns of development that can be used to streamline and make processes more effective.

There are many projects awaiting the next Archive Committee:

The 2015-2016 archive committee produced a digital media strategy that has yet to be implemented but could be used as a way to expand the local's social media presence. It would be advantageous to implement this during your 2017-2018 contract campaign as the collective agreement is expiring in August 2017.

Another project is to contract local media outlets and collect materials on CUPE 3903. During the process of video production we discovered a lack of video materials. There are virtually none. However, since a local that strikes as effectively as we do is bound to gain the media's attention, it is important to seek out footage in the archives of media companies. It is a future task to contact media librarians in Toronto to seek this information out.

One final project would be to work with staff in order to historically analyze grievance patterns. This information would tell us where the bulk of grievances are concentrated, demographic information on who grieves and on what the nature of the grievances are in order to more proactively target departments that routinely violate the collective agreement.



## Bursaries Committee

**Name:** Sabine Dreher and Aida Jordao

**Committee/working group:** Bursary Committee

**Date of submission:** March 14, 2017

**Period of time covered in this report:** March 2016 to March 2017

**Tasks required by by-laws:** Two members from the union meet two times per year with representatives of the employer and graduate studies in order to evaluate applications and oversee disbursements for four different need-based bursaries: Master's Bursary Fund, Ph.D. Completion Fund, Graduate Student Bursary Unit 1 and Graduate student Unit 3 Bursaries. Committee representatives are not eligible for the bursaries.

**Tasks performed during the period and their result (state if they are finished or a projected completion date):** only one meeting has taken place in June 2016. The second adjudication meeting is scheduled for end of March.

The entire fund was disbursed each time, according to the following prioritization:

1. Sole support parents with any number of children; international students
2. Single students who have disabilities or extenuating health concerns
3. Married students with any number of children and an unemployed spouse; Married students with any number of children and a spouse that receive OSAP
4. Married students with any number of children and a spouse who is employed; married children without children and an unemployed spouse; Married students with no children and a spouse who receives OSAP
5. Single students who pay rent
6. Married students without children and an employed spouse; single students who do no pay rent.

**Total approximate hours worked:** 12

### Difficulties in performing the tasks:

None—FGS is very organized and an efficient and through system is in place for assessing the applications.

**There were 158 students eligible and \$129.000 in the PhD completion fund summer 2016.**

### Master Bursary Fund Summer 2016:

192 students received CAD107.000 with bursaries varying by category (sole support parents received more than married students without children).

### Recommendations

- It is not clear from the CA whether or not students who are registered full time for one term and not the other are eligible. This is only a criterion for the PhD summer



- fund but nowhere else. Clearer language need to be developed in the CA
- More money needs to be allocated to Unit 1 Funds.
  - The criteria need to be rethought. Should we really fund students who do not pay rent?
  - It is unclear how to integrate the equity provisions or whether they should be integrated at all. This is about need (class) not identity, presumably, disadvantaged identities also have higher needs. (e.g. students with disability are already treated more favorably in the distribution of the funds).
  - The Student Financial Profile has been updated and as a result the distribution of funds is now more consistent but also faster. As a result, there might be a ground to reduce the committee reimbursement.
  - We suggest that the exec informs FGS of the respective representatives in a timelier fashion. There have been several miscommunications as the CUPE representatives were not correctly identified.

This report is incomplete. Once the second adjudication has been carried out a finalized report will be submitted.



## Childcare Committee Report

The childcare committee has had a productive year. We started the year by organizing the applications from last year and ensuring that all members who applied last year received the summer installment of the childcare fund. 19 members who had applied in the previous academic year did not receive summer funding due to a clerical error. We corrected that error and made sure all members who applied in the 2015/16 academic year received all three installments of the fund: fall, winter, and summer. Even with that extra work in the beginning of the term we have been successful in administering the fund on time for the fall and winter terms. We will be accepting summer applications until May 31<sup>st</sup> and we should have no problem adjudicating the fund by the deadline of the last day of June 2017. If you have already applied once this year, you do not need to worry about applying again for the summer term. We will continue to check the childcare email account, [3903childcare@gmail.com](mailto:3903childcare@gmail.com), over the term in case any members have any questions or concerns regarding the fund. Over the summer term we will be editing the application to be more straightforward.

The committee decided, after evaluating last year's distribution of the fund, that we would put aside 10,000 dollars in a contingency to cover any errors that might occur in this year's distribution. Even with a strong organizational system in place for this year, the childcare committee has had a very difficult time maintaining the organization of paper applications. We believe that an online application system, that would allow us to maintain the confidentiality of the applications, would be beneficial in keeping track of the applications.



## Communication Committee

**Members:** Umair Muhammad, Sujanthan Sriskandarajah, Joanna Pearce

The Comms Committee met regularly with the Comms Officer (Maija Duncan) to help with communications with the local. This year we spent a lot of time and attention on two topics: Videos and advertisements for CUPE 3903's work and the importance of collective bargaining, and the future of our website.

Details of the former are outlined below. The three videos are now done shooting and are in post-production. The latter has hit with some roadblocks due to the hosting of our website. While our Comms Officer has been in touch with IT at CUPE, our questions about a member's only area have not been answered as of yet. We do understand that many members want to see a member's only area, especially going into a bargaining year.

Item	Actions	Date Completed	Other Notes
1.	Survey Monkey	October 24th	Approved attaining a Survey Monkey account to poll the membership and obtain important information about how the membership feels regarding various issues. Would be very useful in the upcoming bargaining year in obtaining opinions from the membership.
2.	#665 Posters	November 14th	Approved the #665 poster designed by Umair informing the membership of the recent cut in jobs. The posters would be distributed later on in the week.
3.	Ads on Facebook and Twitter	November 14th	The committee approved spending \$49.97 and \$150.00 for advertisements on Twitter and Facebook respectively.
4.	Hiring of the Videographer	December 8th	Reviewed resumes to hire a new videographer to shoot videos for the union. 6 applicants were shortlisted, and Amin Touyouri was hired to be the videographer.
5.	Meetings with the Videographer	Dec. 8- Mar. 1st	Convened with the videographer over 5 meetings to discuss video ideas and other items.
6.	Approving budget for video	March 8th	Approved the budget for the video shoot. Including the hours put in by the videographer, the



			expenses incurred during the shoot, the equipment rental and other fees.
7.	Website Survey		Conducted a survey about the website using Survey Monkey. We asked members what they would like improved on the website, etc. We are currently in the process of going through the survey results.
8.	Posters for AGMs & advertising other events		Are posters the most effective way of advertising events, deadlines, and meetings? Do members get most of their news from CUPE news, the website, or twitter? We did posters up fairly regularly (some GMMs were missed because of hectic schedules) and the distribution committee did a lovely job of placing them around, but I'm not sure how effective they were in getting members out to meetings. What are your thoughts?



## Cupe Toronto District Council

CUPE Toronto District Council meets from 7-9pm every 3<sup>rd</sup> Monday of the month. Delegates from CUPE locals across the city meet to share information about what is happening in individual locals.

**Actions** that District Council has been involved in this year:

Women's March

Trans March, Dyke March and Pride Parade

Toronto Caribana Carnival

Labour Day Parade

**Elections:** delegates have helped get labour-friendly candidates elected at the school board, city council, provincial and federal levels of government.

**Local Support:** we have provided picket line support to striking locals and helped organize buses to support striking locals outside of Toronto.

We have also helped, and continue to help, to fight the privatization of public services such as garbage pick up and hydro.

CUPE Toronto District Council has also worked hard to make sure retirees are included in local committees, in district councils across the province, and at the Ontario CUPE convention by fighting for fee waivers.

CUPE Toronto District Council is currently working on different strategies for combatting racism inside CUPE locals. A committee has been struck to work on anti-racist/anti-Islamophobia initiatives, including getting equity statements updated and preparing resolutions to put forward at conventions.

CUPE 3903 is entitled to 7 delegates but only 3 have been regularly attending this year. It would be fantastic if more members could attend. There are lots of ways to be involved in the District Council: the Women's Committee, the Education Committee, the Equity Committee, the Political Action Committee and the Retiree Committee.





## **Distribution Committee**

### ***By Murray Cooke***

I was a member of the Distribution Committee for the past year. I believe that I posted every time it was requested by the Distribution Committee. I was responsible for posting the zone that includes the Vanier, Founders, Winters and McLaughlin College complex. Since my office is in Ross, I would also try and make sure that posters were up outside the North and South elevators on the ground floor. I don't think that the Distribution Committee held a single meeting this year. We organized our work via email. I did not request an honoraria for any of this work. I enjoy posting and I don't really need the money.

### ***By Shila Khayambashi***

My name is Shila Khayambashi, and I have been a member of Distribution Committee since last election in 2016. I acted as the representative member of this committee for the zone 1, which included the following areas: Dance department, Music department, Film department, Cinema and Media Studies, Theatre department, and Visual Art and Art History department, as well as, the rest of the Accolade East and West, and the Center of Film and Theatre Studies. Throughout the year, in occasions, I also distributed posters in the Equity Studies, School of Disaster and Emergency Management, Communication and Culture, Information and System technology departments, as well as, the rest of the Atkinson and DB (former TEL) buildings. This distribution usually took 2 to 3 hours each diem. As members of this committee, we posted posters in the appointed areas separately after picking up the posters and materials from the CUPE local office.

I acted as a distribution member in the following dates and for the following posters:

October 7 & 12, 2016 SGMM posters  
November 18, 2016 GMM posters  
November 25, 2016 TFAC posters  
November 29, 2016 Swag Party posters  
January 9, 2017 TFAC posters  
January 17, 2017 GMM posters  
February 6, 2017 GMM posters  
February 9, 2017 Accessibility posters  
February 15, 2017 TFAC posters  
March 3 & 8, 2017 AGM posters



## **First Nation Solidarity Working Group**

### **Basis of Unity**

The First Nations Solidarity Working Group (FNSWG) is a group of past and present CUPE 3903 members who are committed to building long-term relationships with Indigenous peoples through supporting, popularizing and defending struggles for self-determination and liberation. The work we do is primarily led by the relationships we have formed and maintained by supporting anti-colonial grassroots initiatives led by members of Six Nations of the Grand River Territory, Ojibway Nation of Saugeen no.258 and Mishkeegogamang Ojibway Nation. Our goal as a working group within a union is twofold: to (1) support and learn from Indigenous peoples who are struggling against issues of poverty, homelessness, racism, colonialism while also (2) encouraging active membership participation and awareness of current issues affecting the communities we are connected to. We aim to build rank and file networks of union members who are committed to supporting Indigenous' struggles for self-determination — including the fight for housing, land, education, and freedom from violence.

We believe that labour organizations in Canada have a responsibility to engage meaningfully and respectfully with the ongoing colonial realities that Indigenous communities face each day and to organize in ways that build relationships among labour struggles and Indigenous struggles. In doing so, we affirm the inseparability of labour issues from the realities of hetero-patriarchal colonialism, imperialism and racism that affect Indigenous communities while implicating all of us living on Turtle Island.

### **Year in Review**

#### **Ongoing Support for Darlene Necan (Biimadiziwin)**

Darlene Necan is the spokesperson for off-reserve members of the Ojibway Nation of Saugeen no.258. Since November 2012, FNSWG has been supporting her struggles to address the lack of housing for off-reserve members and her own homelessness. In the summer of 2013, members of FNSWG fundraised to cover the costs of traveling to and building a log cabin on Darlene's trapline (ancestral hunting grounds) and a plywood house on her family's land in Savant Lake, ON. FNSWG has been part of a larger network of supporters and organizations (including No More Silence, Muskrat Magazine, and the Anti-Colonial Law Union of Ontario) in providing support for Darlene in the face of harassment, cease work orders and steep fines from the Ministry of Natural Resources over the construction of her home on her family's land.

In the past year, Darlene continues in her capacity as off-reserve spokeswoman and one of seven clan mothers to plays a crucial role in advocating for the members of the community for fair distribution of resources and representation in consultations on resource development and industry partnerships regarding mining, transmission lines, and forestry.



Some of FNSWG's activities in 2016-2017 in supporting Darlene Necan and Biimadiziwin have included:

- Completion of extension of Darlene's log cabin
- Providing logistical and resource support for community organizing meetings for the seven clan mothers and grassroots members engagement concerning land and governance
- Members individually made trips to Savant Lake to reconnect with Darlene and support her activities, including, when invited, attending as supporters and witnesses in consultation meetings and community organizing meetings
- In the fall, assisting in funding labour, food, and building materials for construction of an expansion on Darlene's plywood house that serves as a meeting space for political organizing and community support in Darlene's home.
- On October 21, 2017 FNSWG in partnership with Anishinaabe women from the Ojibway Nation of Saugeen no. 258, Idle No More Toronto, and No More Silence participated in organizing a Speaking event, "Northern Anishinaabe Women Speak Out on Off-Reserve Living" with Darlene Necan, Geri Gray, Neecha Dupuis, and Jesse Thistle.
- Partnered in "Rally for Justice for Off-Reserve Members" on November 21, 2016. This was a solidarity rally held outside the Law Society of Ontario on Monday Nov 21 in support of the off-reserve members of the Ojibway Nation of Saugeen Indian Tribe #258 in protest of the practices of Keschen Law and demand justice for all off-reserve registered Indians. At the same time, off-reserve members protested the office of Keschen Law in Kenora, Ontario. Another solidarity rally was held outside the office MP Patti Hijoux in Thunder Bay, Ontario.
- On February 11-12 People's Meeting in Savant Lake FNSWG provided organizational support and covered the costs of food and rooms
- Current projects: Legal Campaign to kick off in Spring 2017: FNSWG is supporting and providing resources and labour to support members of Saugeen who are seeking legal representation in breach of fiduciary duty lawsuit

### **Kawennanó:ron (Precious Words) Kanyenke'ha/Mohawk Language Family Program**

FNSWG provided funding for Kanyen'kéha/Mohawk & Gayogohó:nq (Cayuga), a language program run in Six Nations that targets families, working adults, and single parents to learn the language with their children at a beginners level, with a focus on everyday familial vocabulary. It is a combined program (both Mohawk & Cayuga running at the same time) and run from January 19-March 12th every week on Wednesday evenings or Sunday mornings for 8 weeks.

### **Grassy Narrows**

The Grassy Narrows community has been struggling for justice since mercury was dumped in their water system in the 1960s. Generations of Grassy Narrows have been suffering symptoms of mercury poisoning that continues to seep from the mill site, from



buried barrels of mercury, and from the contaminated river that poisons the water and fish. For decades, Grassy Narrows has been demanding: (1) justice concerning the toxic levels of mercury in their fish and water system; (2) an end to clear-cutting in their territory; and (3) sovereignty over their territory in order to prevent such environmental disasters in the future.

On the week of May 30 - June 3, 2016 members of the Grassy Narrows community came to Toronto for River Run 2016. They led a week of events to raise public awareness about their struggle for justice and water protection after decades of suffering under mercury poisoning, that has yet to be cleaned up by the Ontario government. The week culminated in a large march to Queen's Park.

In February of 2017, Premier Wynne promised to Chief Fobister that Ontario would clean up the English-Wabigoon River system and the Dryden Mill and that this cleanup would be led by Grassy Narrows First Nation. This commitment is a direct result of sustained grassroots Indigenous resistance and ally support. This is a moment for cautious celebration, but the work is not done. No schedule has been announced, and the remediation has not begun. Promises made before have been broken.

The clean-up of the river, led by Grassy Narrows First Nation directly, is the first step. Grassy Narrows continues to call for a dignified Mercury Home for survivors in their community, a fair mercury compensation system, top quality health care, and a permanent Grassy Narrows environmental health monitoring station. Grassy Narrows is also calling for an end to planned clearcut logging on their homeland which would release more mercury into their lakes and rivers.

FNSWG members have been involved in supporting Grassy Narrows' struggles. This year, this has included:

- Running an educational and train the trainer workshop in the lead up to River Run on May 12, 2016, to expand awareness of 3903 members and other community organizers on Grassy Narrows history and struggles for mercury justice
- Logistical and organizing support for Grassy Narrows River Run 2016
- Solidarity donation to the River Run
- Logistical and organizational support for a Speaking Event "Water is Sacred: Voices from the Front Lines" on September 21, featuring Judy Da Silver, Waawaate Fobister, Vanessa Gray and Dr. Masanori Hanada. FNSWG also donated costs to cover food and t-shirt printing.
- Continued political support in targeting Premiere Wynne to pressure her to commit to a full river clean up

### **Support for Aamjiwnaang First Nation and Chemical Valley Toxic Tour 2016**

On August 21, 2017 Aamjiwnaang First Nation invited allies to their territory to stand in solidarity with them against the expanding industrial development in the "Chemical Valley" adjacent their home, near Sarnia ON. Hosting a "Toxic Tour" to educate allies on the history of Aamjiwnaang and the expansion of the petrochemical industry on their territory that has been poisoning and contaminating their water and land.



FNSWG members took part in organizing a bus to bring Toronto supporters to visit Aamjiwinaang with Rising Tide Toronto. FNSWG also contributed funds to assist in the costs of the tour. FNSWG members and other members of CUPE 3903 attended the event in Aamjiwinaang to learn more about the environmental racism faced by the community and the impacts of petrochemical plants on their land.

### **Other Solidarity Donations**

Through the relationships built by supporting the projects and delegations described above, our ability and resolve to make sure union resources directly reach grassroots Onkwehonwe and Anishnaabe organizers (primarily women) is strengthened every year. Additionally, organizations we support via solidarity donations include:

- Chippewa of the Thames legal fundraiser in duty to consult Supreme Court Appeal
- Legal Support for Vanessa Gray
- Standing Rock Legal Defense Fund
- Support in bringing Idle No More Toronto allies to Standing Rock, with winter and camp gear
- Bus to bring members of Six Nations to Toronto for Standing Rock Solidarity Rally
- Funding to aid Clifton Nicholas' Documentary Video project on Palestine struggles vis-a-vis Indigenous peoples of Turtle Island
- Costs to making Earthship House build accessible (Fran Doxtador in Six Nations)
- Justice for Nadine Machiskinic - contribution to fundraiser for family legal support in Coroner's Inquest
- Donation to campaign: Support Toronto Urban Elder Vern
- Donation to campaign: Legal support for inquiry into medical malpractice for Dorothy Necan
- No More Silence - Strawberry Ceremony
- Educational Camp in Six Nations organized by Mari Reeve

### **2017 Budget**

Transportation (to Six Nations, hosting guests, organizing events, etc) 3,000  
Honorarium for Speakers (for educational, fundraising events, etc) 2,000  
Grassy Narrows Support 2,000  
Biimadiziwin and Support for Darlene Necan 4,500  
Six Nations Kanyenke'ha/Mohawk language Retreat 3,000  
Travel to Mishkeegogamang and Savant Lake 2,000  
Food for events 1,500  
Solidarity donations 3,500  
Total - 22,000



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,  
and Part-Time Librarians and Archivists @York University, Toronto

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Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

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### **Accountability to Union Membership**

FNSWG remains committed to being accountable to CUPE 3903 membership. Our annual budget and all our initiatives are reported back to and voted on at the AGM and GMMs. Any initiative requiring the use of our funds is voted on internally only if quorum is met. All expenses are submitted to the union as receipts, and have corresponding documentation in our bi-weekly minutes. All cheques made out to reimburse FNSWG members are signed by a member of the Executive. Our meetings and initiatives are open to all members, and we encourage you to get involved!

**Quorum:** our quorum is 5 union members in good standing. Financial decisions and any major decisions cannot be made without quorum.

**JOIN US!** Contact [cupe3903fnswg@gmail.com](mailto:cupe3903fnswg@gmail.com).



## Joint Health And Safety Committee

**Note: Department of Community Safety consultation with CUPE3903 - March 30th from 2pm - 3pm (location TBD).** The Department of Community Safety would like to consult with our members regarding their strategic plan for campus safety. Community Safety has been meeting with the JHSCs and we asked that our consultation meeting be open to all CUPE3903 members. The Director of Community Safety, Samina Sami did mention 'climate' as an important Community Safety concern and we look forward to discussing workplace climate considering some of the ongoing and arising issues we've encountered. Members are encouraged to come and share their views on campus safety and the work of the Community Safety department.

As worker members of the CUPE3903 JHSC we continue to face certain challenges with the employer and wish to highlight some of these challenges in this report.

We surveyed members in respect to exam safety and continued to push for changes from the Registrar. We met with the person in charge of exam scheduling early in the year and then again in November. The Registrar's Office made some changes for the Dec. 2016 exams after our initial meeting including arranging for an indoor waiting area at the Rexall Centre to be available throughout the time period of evening exams (previously closed after the start of 7pm exams). They also tried to cluster exams together (having multiple exams running in one hallway for instance) so that a class would not be alone in a building space. The Registrar staff, along with security also suggested at our initial meeting increased patrols and York security presence. We made it clear (supported by member feedback) that, in general, this was not an action that would make our members feel safer. There are still many outstanding concerns such as rooms being used for exams that do not have working phones, late night exams, exams in inaccessible places, and safety while traveling from transit/parking to exam rooms. In addressing the scheduling issue the Registrar staff has expressed that they are constrained by the amount of exams that need to be scheduled, the size of classes and that transit is less reliable (and therefore campus less accessible) on Sundays especially in the morning. However they do not use all spaces on campus, deeming some buildings not useable due to concerns surrounding fire alarms/threats (mainly) and safety (less so).

At a dedicated Security meeting with Samina Sami (Director of Community Safety), Aldo Altmar (Security) and Susan Seaby (Director of Community Safety Program and Policy Development). These Security meetings are called to address questions of general campus safety, plans and protocols. Topics range from Orientation week reports to report backs on construction plans, use of LCD communication screens etc. Despite earlier securing an agreement from Rob Castle to hold these meetings once a term this was the sole security focused meeting. We received a report on orientation, which is compiled by security and lists all security incidents during orientation week. We have some long standing issues with the numbers, for instance there were only 2 cases of non-sexual harassment and 2 cases of sexual harassment reported for orientation week (Sept. 3 - 11), 0 incidents of private property damage. These are hard to believe numbers; we have repeatedly brought up that the numbers reported may not match incidents if people do not feel comfortable reporting. Nonetheless, Aldo (Director, Security Services) seemed very



happy with the numbers and called orientation a success. There was no commitment on doing anything or any indication of how they would address this issue. A climate survey was briefly mentioned but it was more a theoretical thing we could do not something being planned.

Much has been said about our work with the Sexual Assault Policy both in last year's AGM report, the November GMM report, and in updates posted to the website. Despite our efforts (and those of many other groups) York pushed through a perpetrator-centric sexual assault policy at a December Board of Governors meeting and continues to fail survivors in our community. Constant vigilance and push-back on this policy will be ongoing work of the JHSC.

York has proposed restructuring the JHSCs on campus to better align with the Ministry of Labour's (MOL) recent movement away from union specific JHSCs. The new head of Health Safety and Employee Wellbeing, Teresa DuCroix, invited all the JHSCs to a meeting in December to officially launch this restructuring process. The December meeting was attended by members of our committee and the executive. There was not much concrete information provided and York's intentions remain unclear. Our co-chair has been meeting with the co-chairs of other labour unions on campus to discuss this developing issue. We have sought legal consultation and have been advised that as this is a push from the MOL we cannot stop the restructuring but as some details of our JHSC structure are in the collective agreement (such as the number of members on the committee and the compensation amounts) we do have room in bargaining to push for a "restructure" that best suits our needs. Being proactive in our demands (re. participation levels, training, administrative support, etc.) may be the best strategy and this is an opinion shared by other labour groups on campus (YUFA, YUSA, CUPE-1356, and IUOE). There is momentum to work collectively, across bargaining groups, to demand positive change for our workers. Consultations with HSEWB are ongoing and we have been ensured that their intent is to engage us in "**co-creating the future**". As our JHSC structure is part of the collective agreement these may also be important discussions during our upcoming bargaining round.

#### In general:

The employer continues to delay meetings, and respond to concerns slowly. We may need to consider legal options via the grievance process and/or Ministry of Labour if their poor management practices continue.

The employer continues to take an overly restrictive view of what constitutes our workplace. At the moment this view has not prevented us from completing our duties but we must be prepared to push back as necessary.

We very rarely receive incident reports (~ 1 in over a year) which may be a positive thing (no incidents). However this could also indicate members are not being given the support or follow-up they are entitled to after an accident/injury. While accidents/injuries/incidents should be reported to your supervisor/manager we also encourage all members to contact us directly ([jhsccupe3903@gmail.com](mailto:jhsccupe3903@gmail.com) or drop by the union office)





Representing Contract Faculty, Teaching Assistants, Graduate Assistants,  
and Part-Time Librarians and Archivists @York University, Toronto

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Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

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Worker members of the CUPE3903 Joint Health and Safety Committee  
Megan Hillman, Annelies Cooper, Naeem Shahid, Tanya Da Sylva, Matthew Corbeil,  
Iouldouz Raguimov.



## Labour Management Committee

The Labour Management Committee is a joint committee between CUPE 3903 and employer representatives from the Faculty Relations Office. We have one representative each from Units 1, 2, and 3 on the Committee, elected annually. CUPE 3903 staff members, various members of our Executive, and, periodically, various Deans, Vice-Deans, and other York administrators also attend LMC meetings. Of course, all regular 3903 members are also always welcome to attend.

Through regular meetings with the employer, the LMC ensures that the provisions of our Collective Agreements are implemented in the best interests of our members. The Committee is an important site for attempting to resolve issues and irritants. If such items cannot be satisfactorily resolved, they are put forward to the Executive and Grievance Committee for consideration for further action. The LMC is an important channel through which members can express their concerns. As per below, our members on the LMC continued to address the implementation of various provisions of our 2014-17 Collective Agreements.

In 2016-17, there were six LMC meetings with the employer, all of which were regularly attended by our three representatives during their terms. Our Unit 3 Representative, Jeffrey Zavala, served until December 2016. At every opportunity, we collectively and strongly advocated on behalf of our members.

### Activities and Accomplishments

Given the complexity of our Collective Agreements, there were many, many items discussed with the employer over the past year. Here are the key highlights:

- 1) Problems and confusion with respect to the new **graduate “fellowship” model**, rolled out in the summer of 2016 and which has decimated our Unit 3 membership, were repeatedly raised at the LMC, as one of a number of sites of intervention. Regrettably, this serious situation remains a challenge for our union as a whole.
- 2) First-ever roll-out of the **CUPE Online Jobs module** for Unit 1, 2, and 3 in November 2016, after meetings between the employer and the CUPE IT Focus Group (LMC subcommittee). While the roll-out was generally a success, the LMC continued to relay technical problems experienced by our members to the employer. The IT Focus Group will also need to work with the employer to develop version 2.0 of the Jobs module, which should include members’ direct access to their York Work Histories.
- 3) The **Continuing Sessional Status Program (CSSP)** for Unit 2 members was also a regular LMC agenda item. The key developments were as follows:
  - a) First-ever implementation of the **CSSP Guarantee** in August 2016, which provides financial compensation from the employer to Unit 2 members who received significantly less teaching work in 2016 than their three-year average workload. Approximately 45 members received a collective total of approximately \$250 000.
  - b) The need for more departments to post more CSSP courses was repeatedly expressed. As of the writing of this report, we have not yet received data with respect to the number of CSSP courses posted in January 2017 (in order to compare to CSSP



- postings in January 2016).
- 4) Since the fall of 2016, we have continually discussed the effort by the **York University Senate to require the submission of a basic course syllabus template** two weeks before the beginning of an academic term. We have consistently expressed to the employer that it is entirely unacceptable to require many of our members to do work before they have even signed a contract! We have further expressed that this issue should be discussed in the context of upcoming bargaining negotiations.
  - 5) In general, the LMC regularly received inquiries and requests for help from many members, and addressed these items during meetings with the employer. We encourage members to continue to contact their respective LMC Unit representatives, their respective Unit Executive members, and/or one of our CUPE Staff Representatives, should they have an issue to be addressed.

### **Recommendations for 2017-18 LMC work**

It remains vital that future LMC members continue to defend the provisions of our Collective Agreement and to hold the employer to account. Here are our recommendations for LMC work in 2017-18:

- 1) Preparation of a detailed review of the results of the first and second rounds of CSSP course appointments, and strong advocacy for an increase in the number of these appointments.
- 2) Regular communication with the Child Care Fund Committee and the CUPE IT Focus Group to ensure the most effective roll-out of these initiatives
- 3) Continued, regular communication to all members of the results of LMC meetings. There is likely a need to improve more direct communications with Unit 1 and Unit 3 members.
- 4) The LMC worked and coordinated quite effectively with our 2016-17 Executive Committee on any number of issues, especially since many Executive members regularly attended LMC meetings. However, we would suggest that the LMC and the Executive discuss ways to improve communication and coordination of tasks going forward.
- 5) Recruitment and/or representation for Unit 4 members (part-time librarians).

In sum, we hope that our collective work on the LMC this past year has produced fruitful results for our members. We would especially like to thank our staff, the 2016-17 Executive, and the membership as a whole for their support of our work.

In solidarity,

CUPE LMC Representatives

Niloofer Golkar (Unit 1 Representative); Mike Palamarek (Unit 2 Representative); Jeffrey Zavala (Unit 3 Representative [up to December 2016])



## Postings Committee

**Members:** David Ravensbergen and Kyle Belozarov

David was elected alongside Jeffrey Zavala to the Postings Committee at the 2016 AGM. Jeffrey was later elected to the CUPE 3903 Executive and resigned his position on the Postings Committee. As of October 2016, Kyle Belozarov has taken up the second position on the committee.

Since the most recent collective agreement no longer requires departments to submit hard copies of all postings to the union office, the workflow for monitoring postings is now entirely online. While there are potentially significant advantages to this shift, the current CUPE job board interface has serious flaws that must be addressed.

### Issues around postings – brought up at the Nov 11<sup>th</sup> LMC by Kyle Belozarov

1. The CUPE jobs website (both old and new) shows the total current number of postings for each faculty, for each CUPE unit, and for each academic session. The newly designed website shows that number in a red oval next to the academic session. This number changes from time to time, and **frequently!** there are no actual postings that account for the changed total. Where are they? What are they? Kyle Belozarov asked Rob Lawson and Mario Verrilli to look into this and explain to the Union what causes these changes in the total number. A specific example of the issue is illustrated below.

### Specific example

Today, Nov 23, the total is 139 postings  
Yesterday, Nov 22, this number was 137

Yet, when one looks at the postings, and sorts them by application deadline, NOTHING changed between yesterday and today!!!  
Where are these TWO "NEW" postings???

The screenshot shows the CUPE job board interface. On the left, there is a navigation menu with categories like 'Glendon', 'Faculty of Graduate Studies', 'Faculty of Health', 'Lassonde School of Engineering', 'Osgoode Hall Law School', 'Schulich SB', and 'Faculty of Science'. Below this, there are tabs for 'Postings', 'Blankets/CSSPs', 'NRAs', and 'CSSP Appointments'. The 'Postings' tab is active, showing a summary table for CUPE units:

CUPE Unit	2016 S	2016 FW
CUPE 1	47	110
CUPE 2	44	139
CUPE 3	8	3

A 'Please Note' box indicates that all postings from previous years are now located in the Archives menu above. Below the summary table, there is a 'Teaching Commons' section. The main part of the screenshot is a detailed table of postings for the Faculty of Science, Unit CUPE 2, Session FW 2016. The table has columns for 'Select', 'Application Deadline', 'Type', 'Session', 'Subject', 'Course', 'Course Title', and 'Position Type'. The table lists various courses such as 'Understanding Cyberpace', 'Space Flight and Exploration', 'Astronomy: Exploring the Universe', 'History of Astronomy', 'Human Development', 'Conservation Biology', 'Chemical Structure', 'Introductory Organic Chemistry II', 'Applied Calculus II', 'Discrete Math for Computer Science', and 'Introduction to Sets and Logic'. A red arrow points to the 'Application Deadline' column, and another red arrow points to the '2016 S' column in the summary table above.



Despite having repeatedly asked the employer about the reasons for these number discrepancies, the problem continues to occur (see below), and the employer has not offered any explanation. The POs propose that this issue continues to be investigated by the Union with the possibility of filing a policy grievance around it.

### Screenshots taken on February 24, 2017 at 11:28 am “Missing postings” issue continues.....

CUPE Jobs

Please Note: CSV file download cards are now to find in Downloads menu above

0 items selected

Faculty of Liberal Arts and Professional Studies  
Faculty of Education  
Faculty of Environmental Studies  
School of the Arts, Media, Performance & Design  
Glendon  
Faculty of Graduate Studies  
Faculty of Health  
Lassonde School of Engineering  
Osgoode Hall Law School  
Schulich SB  
Faculty of Science

Postings NRAs CSJP Appointments

CUPE 1	2016 S (7)	2016 FW (22)	2017 S (6)	2017 FW (9)
CUPE 2	2016 S (4)	2016 FW (16)	2017 S (4)	2017 FW (1)
CUPE 3	2016 S (6)	2016 FW (7)	2017 S (0)	2017 FW (0)

Please Note: All postings from previous years are now located in the Archives menu above

Teaching Commons

Any comments and/or issues regarding this site can be sent to: [info@cupes.com](mailto:info@cupes.com)

**WHERE ARE THE 9 MISSING (OR HIDDEN) POSTINGS???**

FACULTY OF SCIENCE  
UNIT: CUPE-2 SESSION 5 2017  
If you are not registered as a full-time graduate student at York University, then please visit our job post page for which you wish to submit an application.

Select	Application Deadline	Posting Type	Session	Subject	Course	Course Title	Position Type
<input type="checkbox"/>	2017-02-14	RE	S17	CHEM	CHEM 3009 3.0 LAB	Chemical Structure	T3
<input type="checkbox"/>	2017-02-14	RE	S17	CHEM	CHEM 3009 3.0 LAB	Chemical Structure	T3
<input type="checkbox"/>	2017-02-14	RE	S17	CHEM	CHEM 3009 3.0 LECT	Chemical Structure	CD
<input type="checkbox"/>	2017-02-14	RE	S17	CHEM	CHEM 3009 3.0 TUTOR	Chemical Structure	T3
<input type="checkbox"/>	2017-02-14	RE	S17	CHEM	CHEM 3002 3.0 LAB	Chemical Dynamics	T3
<input type="checkbox"/>	2017-02-14	RE	S17	CHEM	CHEM 3003 3.0 LAB	Chemical Dynamics	T3
<input type="checkbox"/>	2017-02-14	RE	S17	CHEM	CHEM 3026 3.0 LAB	Introductory Organic Chemistry I	T3
<input type="checkbox"/>	2017-02-14	RE	S17	CHEM	CHEM 3025 3.0 LAB	Introductory Organic Chemistry II	T3
<input type="checkbox"/>	2017-02-14	RE	S17	MATH	MATH 2009 3.0 LECT	Intro. to Logic For Computer Science	CD
<input type="checkbox"/>	2017-02-14	RE	S17	MATH	MATH 1200 3.0 LECT	Problems, Conjectures and Proofs	CD
<input type="checkbox"/>	2017-02-14	RE	S17	MATH	MATH 1200 3.0 LECT	Differential Calculus with Applications	CD

Showing 12 of 14 entries

- Although Article 11.05.1 of the Unit 2 Collective Agreement requires the employer to designate postings as NEW or REVISED in bold type and highlight any changes made to the posting, there are serious ongoing problems with compliance. Kyle asked the



employer at the LMC to consider an ARMS software modification that would do the following, roughly speaking: any ARMS posting would start with a 3-option section (#1 – unchanged posting; #2 – revised posting; #3 – new posting), and until the hiring unit selects one of the three, ARMS will not allow to proceed with the posting. The three options will automatically generate the appropriate posting heading, i.e. “NEW” or “REVISED” in large bold font on top of the posting for uniformity. Mario Verrilli said he would look into this – we need to keep pressure on them.

3. Due to the employer’s inconsistency in marking postings as NEW or REVISED, checking postings for changes means that for each posting the Postings Officers need to go back through the postings for as many previous terms as possible, search to find the course, and then do a manual, line-by-line comparison. Given the volume of postings, this is incredibly time-consuming and cumbersome. The employer (ideally!) or the union should come up with a software solution for AUTOMATIC! Tracking of posting language changes. This is not trivial. Ideally, the software would automatically highlight the words/sentences that were changed in a new or revised posting compared to the last time the position was posted. Highlighting the changes is needed per Unit II CA, but this is never done by the employer (in the Faculty of Science, at least). Mario Verrilli admitted that designing and implementing something like this would require significant resources, but technically CAN be done. Let’s decide on the strategy here – to keep pressuring Rob or to consider an in-house solution.

This idea has been recommended by the Postings Committee in previous years as well: “A rudimentary database should be established that tracks key aspects of postings such as the qualifications required, projected enrolment, etc. Qualitative data could be tracked using a simple coding system (e.g. 1 = PhD, 2 = ABD, 3 = MA; 1 = degree from within the field of study, 2 = degree related to the field of study, 3 = no preference; etc.). The initial effort required to set this up would be time-consuming to say the least, but the ability to statistically track, for example, whether or not requirements are going up or down, by course, by department, or by the university as a whole, would constitute a powerful source of information for the union (carried over from 2013-14 recommendations).”

4) The Postings Committee has repeatedly asked the LMC to add an additional column to the CUPE jobs board that would allow us to sort postings according to the date they were posted. Currently, there is only a column for the application deadline, but not one for the date the posting went up. Having this new column would also make it easier for us to collect data on the number of postings that appear after the deadline. This modification of the ARMS software does not appear particularly complicated and the POs recommend that the Union continue to request this modification from the employer at LMC meetings and through other channels.

4. The union has filed a grievance concerning the violation of the timeline for new/revised postings that is going to arbitration. The union would like for the language to revert to the previous year’s language in such cases, while the employer, obviously, doesn’t want



that. We need to further investigate just how commonplace this type of violation is/has been to strengthen the grievance.

5. We have noticed an issue with CSSP postings, which is primarily a problem in the Faculty of Science. Departments have been posting CSSP NRAs, but there is no corresponding job posting listed on the job board. A joint meeting took place to discuss this issue. The following members attended the meeting: Mike Palamarek (U2 LMC representative), Mohamed Banda (VP U2), Raj Virk (staff representative), David Ravensbergen and Kyle Belozarov (POs). A decision was made to file a policy grievance around this CA violation, and Raj Virk filed the grievance on the same day. Given the importance of this issue to the CSSP members, Liz Brule (GO) made an announcement of this policy grievance on the Unit 2 listserv.
6. Since the majority of postings issues affect Unit 2 members, the POs recommend that the bylaws be changed in order to stipulate that at least one member of the Postings Committee must be a Unit 2 member at any time.



## Research And Travel Fund

**Name:** Aida Jordão, Steven Pinter

**Committee/working group:** Research Grants Fund and Travel Costs Fund Committee,  
April 1 2016 to March 15, 2017

**Date of submission:** March 10, 2017

**Tasks required by by-laws:** The Research Grants Fund and Travel Costs Fund Committee consists of two members from Unit 2. This committee, working with YUFA, decides on allocation of the major and minor research grants, and on travel grants. There are 3 or 4 meetings per year. Most of the time requirement is in preparation for the meetings, since the files can be quite lengthy. Members of the committee are ineligible to apply for funds. The representative is elected for a one-year term.

**Adjudication:** Committee received applications: April 1 Adjudicated: April 5; CUPE member, Aida Jordão; YUFA member, John Amanatides; Charles Bisram sat in but was not an adjudicator.

We received the 38 applications four days prior to the adjudication; not ideal. Had to remind Charles Bisram to book a meeting time, send us the applications, and send notifications to successful applicants in a timely fashion. June 1 round: 1. There was extra work in writing to members whose Chair endorsements were missing because they had been misplaced in Charles Bisram's office or lost in internal mail. 2. There was also the case of members who had been told by Bisram that their grants were approved without adjudication by the committee. Very problematic and confusing for members and us. October 1 round: No difficulties.

**Recommendations:** These recommendations were made to the Labour Management Committee: Travel Grant 1) Since 2012, the per diem amount has been reduced from \$100 to \$65 without any apparent process. I recommend the \$100 amount be reinstated because there are funds available to enable this. 2) An extra travel day for conferences should be approved since members often need this and there is funding available. 3) The \$2000 limit per grant can be exceeded since funding allows for that. Research Grant 1) Based on last year's committee recommendations and my own observations for the March 1 2016 Research Grant deadline, letters of appraisal are not necessary. Some applications are being disqualified because they do not have these; they may be arriving late (we don't know). There is a substantial amount of money in the fund and it is not being allotted to our members because there are not enough applications. There will be more if only Chair Endorsement is required. 2) The Research Grant application form needs to be updated to include applicants' self-identification as members of Equity groups as per the new CA. 15.16 "...Of the ranked applications otherwise assessed as meriting an award in each of the categories in 1 and 2 above, a minimum of 1/3 of the awards in each of the categories will be made to applicants who self-identify as a member of one or more of the designated employment equity categories. In the event that the number of applicants assessed as meriting an award does not allow for 1/3 of the awards to be made to applicants who have





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self-identified as a member of one or more of the designated employment equity categories,  
the Selection Committee will so report to the Joint Labour Management Committee.”



## Research Leave Fund

**Name:** Aida Jordão

**Committee/working group:** The Research Leave Adjudicating Committee

**Date of submission:** March 10, 2017

**Tasks required by by-laws:** The Research Leave Adjudicating Committee reviews the Research Leave applications of Unit 2 members in the Affirmative Action (“Conversion”) Pool and awards as many Research Leaves (“Sabbaticals”) as are guaranteed through the Collective Agreement. The committee consists of a non-voting CUPE 3903 participant/observer from Unit 2 in addition to three full-time faculty members (including a designate of the Associate VP Research) and a supporting Committee secretary. The representative is elected for a one-year term.

**Tasks performed during the period and their result (state if they are finished or a projected completion date):** Adjudication for June 1 2016 deadline: Received grants June 15. Adjudication was on June 20. (I participated in a conference call as the meeting was held on a day I had an overseas flight.)

The YUFA members on the committee: John Amanatides, Sushanta Mitra, and Carlota (?). Rob Lawson and Charles Bisram also present.

We received 11 applications. 3 grants were awarded for research. 1 grant was awarded for dissertation completion.

Total approximate hours worked: Reading the applications, email communication, one meeting and follow-up communication: about ten (10) hours.

**Difficulties in performing the tasks:** Receiving the grants 5 days before the meeting is not ideal. Also, the scanned format needed to be adjusted (orientation) to be read easily.

### Recommendations:

1. The Faculty Relations letter sent to conversion pool members must have the same requirements as those listed in the CA: There were discrepancies between the CA grant requirements and the letter sent to conversion pool members from Rob Lawson of Faculty Relations April 25, 2016. Three requirements were not listed in the CA. I spoke to both Raj Virk and Mike Palamarek about this because non-conversion members who are eligible (one grant is awarded to a member who is not in the conversion pool) would not know about these new requirements. Mike planned to address this at the next LMC meeting. In the meantime, as the CUPE observer on the committee, I vouched to defend the applications of non-conversion members who did not fulfill the requirements of the grant as per the Faculty Relations letter.
2. Applications must be complete, meet criteria and be of a high academic standard. Members who apply for this grant need to be academically rigorous as it was the opinion



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of one YUFA member that the applications received in this round would not stand up to an external examination. One application was considered “demonstrably superior.”

3. The CUPE member should be a voting member. As a participant/observer I vocally defended the proposals that met the criteria but having a vote would even the playing field.



## **Senate Representative Reports**

### **Senate Meeting, 26 May 2016**

Council of Ontario Universities report: The COU is seeking cabinet direction for its review of funding, focusing on revenue stability in the face of enrollment decline.

The current tuition frame will end in 2017, and the COU is developing an analysis for the new one; discussions on that are starting now.

OSAP - reworking 2017-18. Almost all existing grants will be terminated, and the money will be rolled into OSG (Ontario Student Grant). Tax credits will be transferred into the OSG as well. The credit already accumulated will be available for a number of years. Under the new system the billing will be for the net amount (tuition - OSAP credits) so that some students may not pay tuition.

President's report: FES opens eco-campus in Costa Rica. \$2 billion dollars were granted by the federal government for infrastructure, but the province is not paying anything. York put in a proposal for govt. funding.

York seeking ideas for its involvement in Canada's 150<sup>th</sup> anniversary celebrations. 2017 North American Indigenous Games to be held at York.

All motions that were up for vote carried.

### **Senate meeting, 27 October 2016**

- Minutes of last meeting moved off the consent agenda, with a request to amend the minutes for a more balanced representation of the discussion re donations. Approved.
- Sen. Grinspun raising concerns re freedom of speech in senate, based on the way in which discussion proceeded last month.
- Speculates that there is a secret agreement with Dahdaleh that the university will protect his reputation.

### **D. Leyton-Brown (Senate rep to Council of Ontario Universities):**

- COU met 13 Oct., most of the discussion was about the provincial govt working group report, focusing on the fact that the report addresses critical and transferable skills, but when addressing universities, the focus is narrowed to job preparation. Concern that the work done by the universities goes unnoticed.
- Second issue is a public consultation via online survey (mainly geared to students, parents, and employers) about the role of universities. [ontariosuniversities.ca](http://ontariosuniversities.ca)



### **President's remarks:**

- Post sec. sector changing, and the university needs to work with the govt. and be involved in these changes.
- Reporting from a conference in Japan in which he participated, emphasized the recognition of the role of social sciences and humanities in higher ed.
- Raised the importance of international students in meetings in Ottawa
- Provincial funding formula will continue to be focused on enrollment. Different programs will have different weight. Differentiation and student success element, based on outcomes and performance indicators. Third part is money dedicated to different groups (indigenous students, students with disabilities, etc.).
- Bid for university sites in Milton and Brampton will be out soon. President Shoukri has reservations about this given the limited overall funding.

Clarification: classes on 2 Nov. are not cancelled (as a poster circulated on campus suggests), but there will be accommodations for students attending the demonstration that day.

### **Academic Standards and Curriculum Planning Committee:**

- Discussion of change to grading and feedback scheme. Responding to concerns expressed by students. Requesting that a basic course syllabus will be posted at least 2 weeks prior to beginning of classes (As opposed to first 2 weeks of classes at present).

### **Provost and VP Finance re IIRP Working Group reports**

- Seeking input from senate, student leaders, faculty councils.
- Increasing govt. involvement in higher education, esp. through funding and mandate agreements with universities.
- Report on recovery of tenure stream to follow in Nov. meeting
- YUGSA president raised the issue of cutting 700 GA positions (in the context of the university claiming commitment to experiential education).
- GA position requires meaningful academic assignments

### **Senate meeting 24 November 2016**

Discussion on UAP priority areas may be postponed – the discussion was postponed to the next meeting due to presentations by Provost, VP Finance, VPRI.



**President:**

- US elections and their impact on universities. Concern over rise of right wing rhetoric, racism. In response to question – no statement from York planned at present.

**Committee reports:**

**Executive**

- Call for nominations for senate committees (including vacancy for contract faculty):

<b>Senate Committee or Position*</b>	<b>July 1, 2017 Vacancies</b>
Senator on the Board of Governors	1 full-time faculty member
Academic Standards, Curriculum and Pedagogy	2 full-time faculty members 1 contract faculty member
Tenure and Promotions Committee	5 full-time faculty members
Senate Appeals Committee	4 full-time faculty members
Awards	3 full-time faculty members
Tenure and Promotions Appeals Committee	3 full-time faculty members

- Sub-committee on honorary degrees started meeting.
- Sub-committee on equity looking into amending policy on accommodations for students with disabilities.
- December meeting of Senate likely to be cancelled unless a special meeting is needed

**T&P**

- Analysis of unit standards for t&p – sub-committee created to process them and clear the backlog. 9 units have not submitted their standards, 20 have not submitted revisions requested by the committee.
- Questions re alternate stream, questioning university requirements re teaching excellence and other criteria for t&p in alt stream.

**ASCP**

- All motions carried



### **Provost update on enrollment:**

- University will soon negotiate a new SMA with the provincial govt.
- Down on MA, slightly above target for PhD, undergrad.
- Re undergrad: The university currently receives grant money (not tuition) for students it does not have, hence the province might cut the grant.
- Re grad: important for research-intensive status of York.
- The entire system is near flat, but York is seeing a decline in enrollment.
- Enrollment is skewed towards a small number of programs (Details in the agenda package available on Senate website).
- New programs and curricular innovation helping to some extent
- Complement details also in the agenda package, including equity.
- For 2017-18: 78 appointments approved, 8 CUPE conversions, 2 indigenous appointments.
- By the end of 2017-18 the university will reach its highest faculty complement.

### **VP finance (notes from FGS council):**

- Seems like the government is going into a review of the funding formula. Expectation is for integration of grad and undergrad funding. In addition: special grants, and differentiation/student success funding. It will be a multi-year transition process. There will be no new money, rather a redistribution of the same amount.
- Results from 2015-16 better than the projected budget by about \$28M. This is mainly due to better enrollment than projected.
- Risks:

Enrollment

Lack of tuition fee framework beyond 2017 (from the government)

Deficits in divisions

Enrollment below the contract, and the government might cut funding based on that Pension plan solvency deficit. Solvency relief framework will be renegotiated soon.

### **Enrollment framework changes:**

Some of the funding will come from BOG (important re concerns raised about BOG recently).

Potential grouping of grad and undergrad funding together (at govt. level)

New funding model, but no new money

- Pensions remain concerning. Solvency relief period coming to an end at the end of 2016. Govt. released the new version of solvency relief, which means the university will need to pay 25% of solvency and interest, an increase of 6-7 million dollars to be paid next year. This will impact the operating budget.
- SHARP budget model comes into play 1 May 2017.



- Concern about units seeing themselves as revenue generating units, with academic quality becoming secondary.

#### **VPRI**

- Research, innovation, employment are part of the differentiation process that will determine funding from the province.
- Overview of recent research funding successes.
- Outputs on the increase. ‘impact’ and ‘intensity’ still trailing behind the number of publications, though intensity increased over the past 5 years. Decline in relative ranking re impact over past 5 years.
- Reduction in individual investigator applications and grants.
- Increase in tri-council funding, which has impact on grad student scholarships.
- In the presentation package there are recommendations for intensification of research.
- VPRI office trying to gather info on types of research they are currently not capturing in research reports.

#### **Senate meeting 26 Jan 2017**

##### Academic colleague report:

Met with members of task force on quality indicators. Met with ministry sub-group on experiential learning, on how to demonstrate learning outcomes of ex. learning. Met with presidents of Ontario Universities on indicators of learning outcomes, and whether it’s a choice for institutions to use them.

##### President’s items:

- York doing better on applications. Applications from high schools up 2.7% across the system. York up 9.5%. first choice increase 1.5% in the system, York up 5.4%. 105 application 25% up system-wide, York 30%. President credits planning and strategic enrollment management plan.
- Hosted Premier Wynne’s delegation. Showcased York, Premier wanted to spend time with students. Considers changes to OSAP one of the significant achievements of her administration.
- Markham campus: funding and delivery model confirmed and agreed upon. Will be made public soon.
- The government puts funding towards university sites in Milton and Brampton. York is not applying for another campus.
- Government funding model (linked to SMA – both used to create a highly-differentiated system). The funding is made up of 3 components: 1. enrollment grant – will create an ‘enrollment corridor’ with 3 levels, with equal funding per student in each level (not based on number of students the university project). 2. Student success/differentiation, which will allow for extra money not based on enrollment.





Part of this will be competitive, based on ‘new accountabilities’ (research intensification, grad population, etc.). non-competitive component based on ‘old accountabilities’ (French education, etc.). 3. Special purpose grants.

- Tuition increase. York hasn’t decided how to respond yet
- Sexual violence policy – accepted by a number of universities.

#### Executive report:

- Candidates for election to senate committees: Nominations closed.

#### Appeals:

- 8336 petitions in faculties, 50+ reached senate appeals committee. Stressing importance of hearings for academic dishonesty. Also, many late withdrawal petitions without reason.

#### ASCP:

- Motion for co-registration between York and Seneca in chemistry (approved).
- Motion to change name and requirements for PhD in computer science and engineering (approved).
- Motion to close BSc in biotech York-Seneca (approved).

#### APPRC:

- Minor changes to Senate policy on ORUs (approved).
- From last meeting: wanting discussion (not related to specific action items) on one area of objectives/priorities in every senate meeting. This meeting, discussion on 10 points relating to scholarship and creative activity.

Senator Grinspun raising the difficulty in assessing and quantifying scholarship. In some areas this might be impossible. Concerns about the letter sent from APPRC to faculty councils re performance indicators (to be submitted by 10 Feb 2017). Another concern is the framing of the letter as though there are indicators known to be appropriate for assessing performance. Sen. Grinspun suggesting that there may not be those types of indicators in some fields. The question of whether these indicators exist should be answered before discussing which to use. In the cases where there are indicators, why is the potential not reached? Issues of time and workload are not addressed in those discussions (i.e. how much time is left for faculty to do research?). the timeline given by the APPRC is insufficient for these kinds of discussions.

Senate Chair: The reason for the timeline is the time given by govt.

Senator Wellen: concerned about the metrics produced in response to the govt. becoming internal policy. Also, concerns about metrics becoming incentive for people to pursue specific research. Metrics are a way for external actors to review the behaviour of academics whose work they don’t understand, jeopardizing academic freedom.



Senator Sanders: humanities left out of many databases, yet humanities and social sciences are some of the strengths of York. Focus on international journals and partnerships disadvantaging some fields. SSHRC money for the humanities decreasing, encouraging York to push back.

Senator Lightman: if York devises its own metrics, should not overly emphasize research funding. The problem is that researchers are 'possessive' and reluctant to share what they work on.

Senator Edmondson: suggests departments compile lists of publications.

Senator Ross: suggests use of existing databases that count citations.

Senator Hache: no database is good, but Elsevier (to which York subscribes) does a better job.

University Librarian: library has a list of metrics. There are also resources on other metrics, which the librarian will share.

Senator ? (could not hear the name): highlights biases built into metrics (gender and other biases). If the metrics are useless, or even worse, why would we want to participate in this?

Senate Chair: government will enforce the use of metrics. Focus on interdisciplinarity and social justice, e.g., disadvantages York, and therefore the reasonable approach is to try and find metrics that do capture the work done at the university.

Provost (SMA briefing):

- Currently in round 2.
- The template requires universities to identify the priorities and objective it shares with the govt. unlike the previous stage, universities can't attach their own documents, and are strictly limited to the template.
- The expectation is that York will benefit from the new funding formula, but that depends on the negotiations of enrollment corridor. The government is clear that there is not going to be any new money, only redistribution of existing amounts.
- 5 categories for judgement. Universities might be asked to decide on the percentage for each component.

### **Senate meeting 16 Feb. 2017**

Mental health strategy: Students, staff, and faculty all report high level of anxiety (in students also depression and suicidal ideation). Consultations conducted with over 50 groups of students, faculty, staff.

Structural changes get a smaller percentage of funding and attention. They have been included in the new UAP, addressing all groups on campus (as opposed to students-only usually).

Strategic priorities (year 1):

- leadership (annual plans + 2-year budget, mental health as UAP priority, review academic and non-academic policies, MHW advisory group)



- planning and promotion (attention to spaces, equity, communication strategies, enhance MH competencies for community members, develop programs to support wellness)
- campus engagement (opportunities for social connectivity, advocacy for MHW as precondition for work and learning, create opportunities for local delivery of MH awareness and social connection)
- service delivery (develop relationships with outside partners, ensure accommodations are aligned with legislation, establish multi-disciplinary crisis response team, ensure protocols for critical incident debriefing are implemented)

<http://mhw.info.yorku.ca/>

President's remarks:

- Glendon and Osgoode offered assistance to people affected by the US travel ban. President expresses concern over threats to academic freedom.
- LG of Ontario visited York and met with student groups, including borderless education for refugees
- SMA – Bonnie Patterson visited York (leading the process on behalf of the govt.). The issues that came up last senate meeting (metrics and performance indicators) are relevant to this discussion. It is becoming clear to the system that it's impossible to use the same metrics, and use numbered ranking systems. The govt. is receptive to inclusion of narrative in the forms. As well, York is pushing for ways of including social impact and alternative modes of dissemination.
- The govt. has established a planning board for a Francophone-only university. Currently examining the extent of the need. York looking to protect Glendon as a bilingual campus, regardless of the decision re Francophone campus.

Question about protection for students who choose not to cross the Aramark picket line. President does not think it is wise to interfere in the collective bargaining process between Aramark and Unite Here. Students are allowed not to participate in activities when there is a strike on campus.



## Teaching Development Fund

**Name:** Sabine Dreher and Aida Jordão

**Committee/working group:** Teaching Development Fund

**Date of submission:** March 10, 2017

**Tasks required by by-laws:** The Teaching Development Fund Committee meets as necessary to review application files and make selections for the Major and Minor Teaching Grants yearly competition. The committee is comprised of two elected members of Unit 2, one full-time faculty member, and a representative of the Centre for the Support of Teaching.

**Tasks performed during the period and their result (state if they are finished or a projected completion date):**

**Completed Adjudication:** Sabine and Aida received the grant applications from the Teaching Commons on or after February 2. On March 1, Sabine and Aida met with Celia Popovic (Centre for the Support of Teaching) and John Amanatides (YUFA) for about an hour. Due to each committee member's preparation and collaboration, the decision of how to allocate the grants was quickly resolved. We had 5 Major Grant applications and 2 Minor Grant applications (this is a substantial decrease from last year's 20 applications). Two applications did not meet the grant criteria; two members who applied to both Major and Minor grants did not make any adjustments to their applications. Faculty Relations approved 3 Major grants meaning that all the applicants who met the grant criteria were successful; their proposals were impressive and well-presented. We are confident that the new courses and teaching material that will result from these grants will enrich the Unit 2 membership and teaching at York. Congratulations to the successful applicants!

**Total approximate hours worked:** The adjudication, which consisted of reading the applications, email communication, one meeting and follow-up communication: about ten (10) hours.

**Difficulties in performing the tasks:** None. Teaching Commons prepared the packages for us to pick up and scheduled a meeting time and space which made it logistically easy to perform the committee tasks.

### Recommendations:

- We support electronic submissions of applications. But as long as paper copies are required, members should make double-sided copies to save paper and space.
- If members submit applications to both the Major and Minor grants, the projects should be substantially different.
- Only one reference for the minor grant should be required.
- As in the research grant, the application should have a section indicating previous grants awarded and their outcomes.



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- The CUPE committee or the executive should inform members of successful applications. Right now it is Faculty Relations (Charles Bisram) who does this. Celia Popovic of Teaching Commons offered to inform successful applicants, but Charles did not take her up on it.