

## Unit 2 Townhall on LSTAs and Conversions

June 27, 2017

Harry Crowe Room

### Agenda:

- 1) Presentation of survey information
- 2) Discussion of Conversions
- 3) Discussion of Long-Service Teaching Appointments (LSTAs)
- 4) Next Steps

### 1) Presentation of survey information

About 50 people have completed this Unit 2 survey on LSTAs and Conversions.

The results include:

- Members feel that these programs do not provide job security.
- Conversion Pool: keep eligibility the same.
- LSTAs: keep the eligibility the same.
- Conversions per year: Current Collective Agreement (CA): minimum 8 per year with minimum of 2 per year professorial. Clear demand for more conversions per year, although quite a range in the responses. With some proposing a percentage of YUFA hires.
- LSTAs per year: Current CA: minimum 7 per year. Clear demand for more LSTAs per year. Again, quite a range of suggestions.
- Total number of LSTAs: The current CA limits the total number of LSTAs to 60. Members want that limit raised or removed (so there would be no limit).
- The current length of an LSTA is three years. Most respondents support extending LSTAs to five years.
- Members support increasing compensation per course in the LSTA program.
- A clear majority of respondents to the survey agreed with the idea that members of the conversion pool should receive an automatic conversion.
- There is support and a demand for creating greater equity and intersectionality in these programs.
- Members are clearly concerned by and opposed to the use and abuse of the notion of “departmental need” to deny LSTAs. As long as a department is using Unit 2 labour, there is a departmental need for LSTAs.
- Members agree that there should be alternative and automatic job security provisions for members at the 5 and 10 year points.
- There is overwhelming support for a clear, transparent and accountable process for the conversion and LSTA selection processes.
- There is very strong support for publicly announcing all conversions and LSTAs on our website.

### 2) Discussion of Conversions

- In the last round of bargaining and the strike, we achieved an increased number of conversions (8 per year, up from a total of 7 over 3 years). But, of course, these numbers are still insignificant in relation to the large number of high seniority members.
- The increase was helpful, but our proposal going into the last round was to get all qualifying members of the conversion pool an automatic conversion. There continues to be strong support for the proposal and recognition that experienced members deserve conversions.

- There was discussion of who within Unit 2 is getting conversions. Are people new to the pool getting conversions over people that have been in the conversion pool for a considerable amount of time? We need to ensure that high seniority members actually getting conversions. We could demand a certain number for those with 15 or more years. Some for those members with 20 or more years. A percentage or number for each cohort.
- There is also the issue of the alternate or teaching stream appointments. We could ask for a number and say it is up to the member to choose the stream.
- There has been relatively more at Glendon. We could consider specifying how many per campus.
- Unless we get automatic conversions, we need to figure out the rest of the process.
- “Curricular need” is abused by the employer in this process. We need to address that.
- There are serious inequities among departments in their approach to and degree of support for conversions.
- Hard to get letters from 3 people. Lack of tenured profs to write letters. We should drop the letters required from 3 to 2.
- Very hard for members who teach in different department and don't have a department working to support you. Members without a core department supporting you, you don't have a chance.

### 3) Discussion of LSTAs:

- Two LSTAs were not renewed. We need to fight that. This seriously weakens the program.
  - Members need to know that the teaching review doesn't entail classroom visit. It involves teaching materials and syllabi only.
  - Under the LSTA: we need to have some control over courses being taught.
- [We ran out of time to have a fuller discussion of LSTAs]

### 4) Moving Forward:

- We need a more thorough rethinking of all the job security measures and programs.
- Discussion of forming a rank-and-file, ad hoc group or caucus to further discuss these issues and bring proposals to another townhall or to a GMM.