

How York's Plan for Graduate Funding Affects All of Units 1, 2, and 3

The changes York is proposing for Unit 1 (Teaching Assistants) and Unit 3 (Graduate Assistants) have cross-unit effects. These are explained below, or you can follow the red arrows on the diagram on the next page to see where the work is going.

Doubling the number of ticketed Course Directorships (moving jobs from Unit 2 to Unit 1)

York has suggested doubling the number of Course Directorships (CDs) given to full-time PhD students, i.e. Unit 1s. This would be a net decrease of 40 jobs out of Unit 2 (contract faculty). Fewer jobs in Unit 2 mean less eligibility for job security programs (see the glossary for more information). This also means that *low-seniority Unit 2s may lose all of the work they were counting on*, depriving them of income and the seniority needed to get work the next year, while Unit 1s can rely on guaranteed funding. Unit 1s who do CDs are not paid the minimum guarantee, so the increase in pay is negligible. Also, there is no language that guarantees that Unit 1 CDs are given to members of the Priority Pool (see below). York could use this increase in tickets to lower the number of Unit 2s while lowering the number of PhD students who have access to 6 years of funding.

Shifting TAs from PhD students to Master's students (moving jobs within Unit 1)

The number of Master's students doing TAs has increased over the last few years. This is not in itself a problem - in some departments it has been common for years. The move towards increased TAs for Master's students however, is alarming because it is both less expensive and less of a commitment for York to give these jobs to Master's students. Only PhD students can be part of the Priority Pool (see below). This means that Master's students who hold a TA are not paid the minimum guarantee. This could also mean that York fulfills its teaching needs without having to give a PhD student Priority Pool status.

Priority Pool: PhD students who receive a TA become members of the Priority Pool. This means that they are entitled to 6 years (minus the summer of the 6th year) of funding - rather than the 4 years in the letter of admission - and receive additional funding ("minimum guarantee") in the amount of \$5384, which before 2016 was paid out over the summer in the majority of cases. Master's students who hold a TA do not get access to the priority pool, nor does one have to be in the Priority Pool in order to hold a Course Directorship as a PhD student.

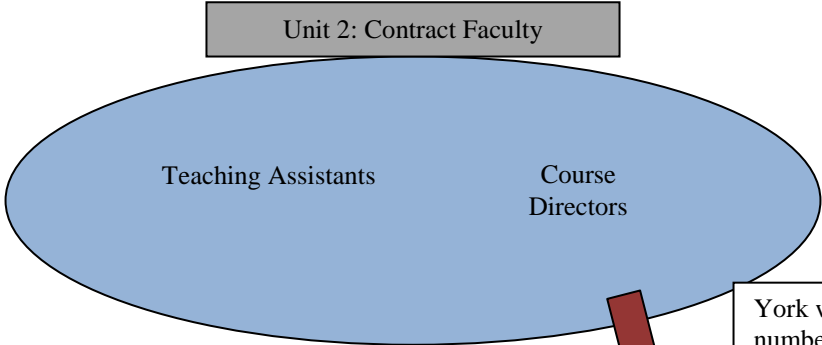
Giving Graduate Assistant work to non-unionized RAs or undergrads (moving jobs from Unit 3 to non-unionized labour)

Since 2016, York has cut more than 800 Graduate Assistant (GA) jobs. Meanwhile, York has launched the Dean's Award in Research Excellence (DARE), which is essentially research work done by undergraduate students. In documents tabled as part of our Unfair Labour Practice, faculty have also been encouraged to hire non-unionized RAs rather than GAs. This shows that the work previously done by GAs remains, only it is being done through non-unionized labour.

This change in Unit 3 funding opens more Master's students to taking TAs, potentially pushing PhD students out of the Priority Pool, who will then be compelled to take Course Directorships which had previously been taught by members of contract faculty (Unit 2). This is why all three units must provide a united front against changes to all units.

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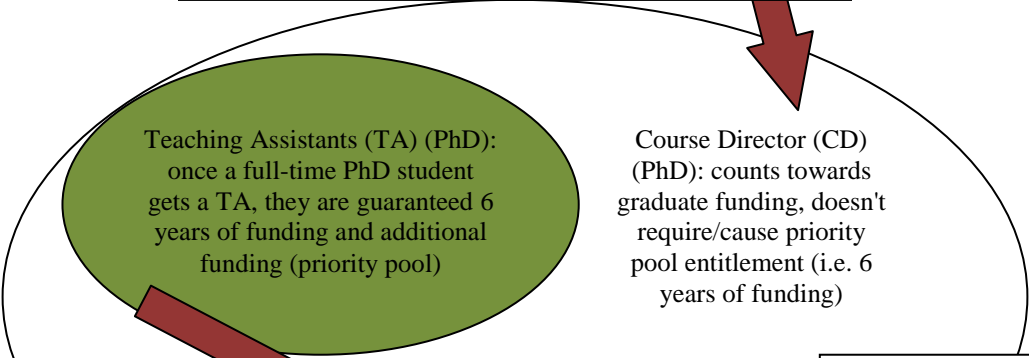
Members of Unit 2 have access to a number of programs to enhance job security and predictability. These programs help ensure consistency of workload, offer a limited number of longer-term contracts, and offer high-seniority members the chance to be converted to a tenure-track position.



York wants to double the number of CDs taught by members of Unit 1

Unit 1: full-time graduate students with teaching contracts

PhD students who receive a Teaching Assistantship (TA) become members of the **Priority Pool**. This means that they are entitled to 6 years (minus the summer of the 6th year) of funding - rather than the 4 years in the letter of admission - and receive additional funding ("minimum guarantee"), which before 2016 was paid out over the summer in the majority of cases.



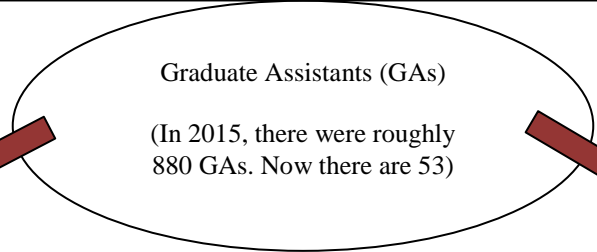
While currently, Unit 1s with CDs are members of the Priority Pool, there is nothing in the language which guarantees this.

Teaching Assistants (MA): no minimum guarantee funding, no extra years of funding

The number of Unit 1 members who are Master's students has increased in the last few years, presumably covering some of the students who would previously have held a GA.

Unit 3: full-time grad students doing research or clerical work not directly related to their research

Non-unionized Research Assistants (RAs): every year, we find RAs that should be GAs. At least one Research Officer at York has suggested to faculty that they hire RAs to do the research previously done by GAs.



Undergraduate students: in 2017, York announced the DARE Program, which is essentially GA/RA for undergrads