LMC Report

On November 13th, the union's Labour-Management Committee met with the employer to discuss a full agenda of issues for Units 1, 2, and 3. Many of the agenda items returned to discussions that had been initiated at previous LMC meetings over the past year. While few issues have been resolved, slow progress is being made on most.

Issues which have been resolved:
Faculty Relations will prepare and distribute a claim form so that Nurses can be reimbursed for parking expenses over and above the York Lanes Daily rate, as per the 2017-2020 Collective Agreement.

Ongoing issues include:

- Faculty Relations reported that there is a list which shows current PER balances for Unit 2 members. Faculty Relations and Finance will also arrange workshops for our members on how to use Concur for January 2020.
- Faculty Relations reported that ARMS is working on making Work Histories available online via Passport York and the CUPE Jobs Site. The testing phase will be conducted in June 2020.
- We continue to wait for Faculty Relations to meet with Finance regarding T2200 policies and have requested a written rationale for why 3 people must share an office in order to qualify for a T2200.
- We are also waiting for an IT fix so that doctoral students entering their 7th year are able to retain their library and email privileges. This fix would also apply to members who are entitled to these services for 1-year following the completion of their contracts.
- We have requested that contracts be brought up-to-date as soon as possible with the correct premium vacation pay amounts for members who have 5 years of cumulative service. We have also asked that premium vacation pay continue to be listed as a separate line item on our paystubs.
- We continued our conversation about developing an institutional policy regarding CUPE office space which would include updating computers, furniture, and keeping office keys over the summer. Upper administration needs to become involved at this juncture.
- In response to a previous request for governance documents across the university, the Associate Dean of LA&PS reported that the frequency of departmental meetings and Unit 2 participation varies across faculties and from department to department. We stressed that if the university is interesting and improving collegiality with contract faculty, then Unit 2 members need to be invited to departmental meetings and should be encouraged to participate via voting at meetings and sitting on committees.
- We continued to discuss how the employer might provide incoming Unit 1 and 3 members with easier access to their employee numbers and their employee emails.
- Faculty Relations has promised to send out an email shortly to remind departments about their obligations regarding NRA's and posting deadlines.

New items which were introduced at this meeting included:

- We initiated a conversation about how workloads have increased for Unit 2 members as students accommodations become increasingly complex. There has been a 15% increase in students requesting accommodations across the university. Faculty Relations believes this issue is a bargaining issue. We were also told that when there are concerns that a student accommodation request may jeopardize the academic integrity of a course, that course directors should contact the student's CDS counsellor.
- We inquired about the 679 missing emails from the November 1st membership list, the majority from Unit 1. This seems to be an IT problem which Faculty Relations will investigate.
- We discussed problems the CUPE 3903 VP's are having when trying to book space on campus. Faculty Relations and the FGS Executive Officer will speak to TUUS (Temporary Use of University Space) on our behalf.

We expect the date of the next LMC meeting to be in mid-January. In the meantime if you have an issue that needs to be addressed, you should contact your Chief Steward. If you have a question or an issue that should go directly to the LMC representatives, LMC now has a dedicated email address – cupe3903lmc@gmail.com