Labour Management Committee Report on March 5, 2020 Meeting with Employer

On March 5, the union’s Labour Management Committee met with the employer to discuss the issues for Units 1, 2, and 3.

Issues which have been resolved:

Faculty Relations sent out an email to remind departments about their obligations regarding NRA’s and posting deadlines.

The employer has updated the contract from 2014-17 to 2017-2020.

Faculty Relations sent CUPE an updated list that the 679 missing emails from the November 1st, 2019 membership list.

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 to add CUPE as a sponsor.

Issues which are close to being solved

Library services: FGS followed up to address the IT fix for members who are entitled to these services for one year following the completion of their contracts.

FGS is working on the way to provide incoming Unit 1 and 3 members with easier access to their employee numbers and their employee emails.

Ongoing issues include:

Faculty Relations reported that there is a list which shows current PER balances for Unit 2 members. Finance said that Concur training needs five people to run training, and they do it once a month.

Faculty Relations reported that ARMS is working on making members’ 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 three people must share an office to qualify for a T2200 tax form to claim home office expenses.

We have requested that contracts be brought up to date as soon as possible with the correct vacation premium pay amounts for members who have five years or more of cumulative service. We have also asked that vacation premium 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. The 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 LAPS 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 interested in 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 initiated a conversation about how workloads have increased for Unit 2 members as student 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 counselor. The employer is working on this matter.

We asked the employer to provide a status update on the number of international students and dependents needing UHIP coverage. We also asked for a report on FGS admin funds. Which funds are underspent or overspent?

New Items

**Departmental distribution of the GAT fund.**

We asked the employer to provide adequate data and response as to which faculty members got the fund and the list of the GAs who got hired. There are concerns that not all those who got the fund hired a GA.

**COVID/Pandemic planning**

We initiated a conversation about the pandemic and steps that we should take if we encounter it on campus. The employer responded that they had many meetings on this matter and are working on it.

We raised concerns about the impact on Nursing Clinical Course Directors, depending on what hospitals decide to do or not to do. There have been problems with the School of Nursing, and we want to make sure they understand that our members are willing to work. If hospitals close, our members expected to be paid. The employer responded that they would work on what happens if the facilities where people are teaching are closed down.

Because of the pandemic, we don’t know when the next LMC meeting is going to be. In the meantime, if you have an issue that needs to be addressed, you should contact the Chief Steward for your Unit. 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