

PROPOSAL 3: CONVERSIONS		
Current CA language	Latest Employer Proposal (Feb 28)	Latest Union Proposal (Feb 27)
	<p>23.02 AFFIRMATIVE ACTION</p> <p>23.02.1 (ii) have at least five years of service to the University and who, from 1 May 1983 to 30 April in the year preceding the current contract year, at least 3 Type 1 positions in any four years and at least 9 €Type 1 or equivalent positions in any four years and who belong to at least one <u>Equity Group of the four employment equity groups</u> (i.e. aboriginal people, persons with disabilities, visible minorities and women) shall be eligible for inclusion in the Affirmative Action Pool.</p>	
<p>23.04 FUNDING</p> <p>(i) The Employer shall provide incentive funding to a hiring unit(s) recommending an affirmative action pool member to a tenure stream position. This funding will normally cover the differential between the starting salary of the appointment and the cost of three full course directorships. The Employer shall make \$130,000 available in incentive funding in each year of the collective agreement.</p>	<p>23.04 FUNDING</p> <p>(i) The employer shall provide incentive funding to a hiring unit(s) recommending an affirmative action pool member to a tenure stream position. This funding will normally cover the differential between the starting salary of the appointment and the cost of three full course directorships. <u>The employer shall make incentive funding equivalent to 7 Type 1 Course Directors positions available in each year of the collective agreement.</u></p>	<p>23.04 FUNDING</p> <p>(i) The Employer shall provide incentive funding to a hiring unit(s) recommending an affirmative action pool member to a tenure stream position. This funding will normally cover the differential between the starting salary of the appointment and the cost of three full course directorships. The Employer shall make \$130,000 available in incentive funding <u>equivalent to 7 Type 1 Course Directorship positions available</u> in each year of the collective agreement.</p>
<p>(ii) For each of the 2018-2019 year and the 2019-2020 year, the Office of the Vice-President Academic and Provost shall make at least two (2) recommendations in 2018-2019 and two (2) recommendations in 2019-2020 of Affirmative Action Pool members for</p>	<p>(ii) For <u>appointments commencing on each of the 2018-19 year and the 2019-20 year July 1, 2022 and July 1, 2023</u> the Office of the Vice-President Academic and Provost shall, make at least two (2) recommendations in 2018-19-2021-22 and two (2)</p>	<p>(ii) <u>In each year of the collective agreement,</u> the Office of the Vice President Academic and Provost shall make <u>the greater of:</u></p> <p><u>a) five recommendations per year.</u></p>

<p>full-time faculty positions to the tenure stream. A minimum of one recommendation from among candidates who self-identify as a member of one or more of the designated employment equity groups will be made over the two years.</p>	<p>recommendations in 2019-20 <u>2022-23</u> of Affirmative Action Pool members for full-time faculty positions to the tenure stream. A minimum of one recommendation <u>in each of the two years will be prioritized for</u> from among candidates who self-identify as <u>Aboriginal (Indigenous) or as a member of a visible minority (racialized group)</u> a member of one or more of the designated equity groups will be made over two years. <u>Where in either of the two years, the Office of the Vice-President Academic and Provost is unable to make a recommendation with respect to a prioritized candidate who self-identifies as Aboriginal (Indigenous) or as a member of a visible minority (racialized group), the next priority will be to make a recommendation with respect to a candidate from one or more of the other Equity Groups.</u></p>	<p><u>or</u></p> <p><u>b) recommendations equal to 20% of the tenure-track hires in that academic year. That percentage will only apply to departments where CUPE 3903 holds at least 40% of the Course Directorships.</u></p> <p><u>For example, if in an academic year the Employer has decided to make 200 tenure track appointments throughout the University, of which 30 are in departments in which CUPE 3903 holds at least 40% of the Course Directorships, the Employer must make a minimum of 6 recommendations for that academic year.</u></p>
<p>(iii) During this period, should any member of the Affirmative Action Pool be appointed to a tenure-stream position as a result of a normal search process, the hiring unit receiving the appointment will be entitled to receive incentive funding under Article 23.04(i).</p>	<p>(iii) During this period, should any member of the Affirmative Action Pool be appointed to a tenure-stream position as a result of a normal search process, the hiring unit receiving the appointment will be entitled to receive incentive funding under Article 23.04(i).</p>	<p><u>(iii) In each year, at least 2/5 (or 40%) of all recommendations for conversion to tenure-stream positions will be for members from one or more of the five designated employment equity-seeking groups (i.e., Indigenous people, persons with disabilities, BIPOC, women, and 2SLGBTQIA people). From those, a minimum of 50% of the recommendations will be for BIPOC members. Hiring units must provide written documentation of having met these thresholds.</u></p>
<p>(iv) Normally, tenure-stream recommendations per 23.03.1 and 23.03.2 shall be made by January 15 for appointments commencing the following July 1.</p>	<p>(iv) Normally, tenure-stream recommendations per 23.03.1 and 23.03.2 shall be made by January 15 for appointments commencing the following July 1.</p>	<p><u>(iv) Tenure-stream recommendations per 23.03.1 and 23.03.2 shall be made by April 15 and the Provost's announcement to the York community shall be made by April 30. Appointments shall commence July 1.</u></p>

<p>(v) If an applicant is not recommended by the School or Department, an explanation will be provided to the applicant on request.</p>	<p>(v) If an applicant is not recommended by the School or Department, an <u>a written</u> explanation will be provided to the applicant on request.</p>	<p>(v) If an applicant is not recommended by the School or Department, a <u>written</u> explanation will be provided to the applicant upon request.</p>
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