

“THE PROGRAM”
PRESENTATION TO THE JOINT COMMITTEE JUNE 9, 2022

PROGRAM OUTLINE AND CONDITIONS

- **LSTA replaced** [no new LSTAs; existing LSTAs grandparented (including renewals)].
- **CSSP replaced**
- Employer must publicize current grants, leaves, waivers, eligibility for programs, and so on.
Namely:
 - Research Grants,
 - Research Leave,
 - Conference Travel Fund,
 - Tuition Costs Fund,
 - Teaching Development Fund,
 - Professional Development Fund,
 - Tuition Waiver eligibility
 - AA pool membership
- Program teaching load: 3.0 FCEs
 - This entails modifying Article 12.04.1(v)
 - 3.0 total teaching cap for those who enter into the program who have not previously worked beyond 3.0 FCEs
 - years of service to be modified to 3.0 FCEs for pension plan
 - Partially grandparented cap: 5.0 FCE teaching cap for those with at least 1 year at 3.0-5.0 FCEs.
 - Fully grandparented cap: 5.5 FCE teaching cap for those with at least 1 year >5.0
 - For those whose teaching caps over 3.0 FCEs would be grandparented, the terms governing the Program would apply to their first 3.0 FCEs. Members with a cap of greater than 3.0 would apply for work beyond the guaranteed 3.0 through the regular procedures (subject to applicable terms laid out in Article 12)

PROGRAM ELIGIBILITY

- Employer shall notify all members in writing by September 1st if they are eligible for appointment to the Program beginning the following year
- All members who have taught at an intensity of at least 1.5 FCEs in each of the previous 3 years shall be appointed to the Program upon submission of a blanket application, cover letter, and current CV by no later than January 31st for a September 1st start. Members of employment equity groups will be eligible for appointment to the Program after 2 consecutive years of a teaching intensity of at least 1.0 FCEs
- Applicants can apply either to the hiring unit or to the Dean / Principal.

TERM OF THE PROGRAM AND RENEWALS

- The program will consist of consecutive 5-year periods.
- Program 5-year terms are renewable by written application
- Applicants shall indicate their interest by email to the Faculty, no later than January 31 of the fifth year of the Program term (e.g. no later than January 31st, 2023 for an appointment that expires August 31st, 2023). All applications for renewal must also include a current CV.
- Applications for renewal shall not be unreasonably denied.

DEFINED WORKLOAD

- Program teaching load: 3.0 FCEs in each of the five years of the Program term.
- Those eligible to seek work beyond the 3.0-FCE Program guarantee shall do so in accordance with procedures pertaining to the regular hiring process as laid out in Article 12 of the Unit 2 Collective Agreement; in other words, outside of the Program

APPOINTMENTS WITHIN THE PROGRAM

- All Faculties must make appointments to the Program and Faculties will be responsible for assignment to the various hiring units.
- Article 12.04.1 (i-iv) pertaining to Appointments shall not apply to appointments **within** the Program; the Employer will have discretion in assigning courses by April 1st of each year to start the following September 1st, in accordance with the equity framework herein proposed.

APPOINTMENTS WITHIN THE PROGRAM, cont'd

- In Hiring Units where the Employer has not met FCP (Federal Contractors Program) representational thresholds, applicants belonging to Employment Equity groups will be prioritized for Type 1 assignments, based on course preference, as outlined below.
 - In hiring units where there are fewer than 45.9% members in the academic unit employed in bargaining unit work who identify as women and there are fewer than 30.9% members in the academic unit employed in bargaining unit work who identify as members of a racialized group, then an applicant who self-identifies as a racialized woman (a woman who is a member of a racialized group) will be prioritized for Type 1 assignments.
 - If there are no racialized women applicants, then an applicant from the more underrepresented group (a woman or member of a racialized group) will be prioritized for Type 1 assignments.
 - If there are no applicants who self-identify as a member of either group or the hiring unit has met both underrepresentation thresholds in (1), then an applicant who self-identifies as an Indigenous person or as a person with disabilities will be prioritized for Type 1 assignments.
 - If the hiring unit has met the underrepresentation thresholds in (1) and there are no applicants from the FCP Equity Groups in (3) or there are no applicants from the FCP Equity Groups in (1) and (3), then an applicant who self-identifies as 2SLGBTQIA+ will be prioritized for Type 1 assignments.
- Applicants may be cross-appointed between and/or among two or more hiring units in order to fulfil workload obligations.
- On or before May 1st, the Employer will advise the Union in writing of:
 - The names of the persons who will have a Program appointment,
 - The employment equity status of the applicants who applied in that year,
 - Successful applicants' teaching assignments for the following contract year.
- On or before May 1st, the Employer shall issue a notice on the cupejobs.uit.yorku.ca listing:
 - The names of the persons who will have a Program appointment during the following contract year
 - Successful applicants' teaching assignments for the following contract year.

SKILLS AND QUALIFICATIONS ENHANCEMENT

● Professional Development Program (PDP)

- This is a structured program intended for Unit 2 members to acquire new skills and develop their pedagogical practice. Workshops and training would be developed through a collaboration between the Union, the Teaching Commons, and TLS.
- APE
 - Unit 2 members who successfully complete the PDP shall be paid at the rate of 0.5 Type 1 on top of the applicable cap and accrue the equivalent APE
- Time frame: 1 year
- Sample topics to be covered:
 - Course Design
 - Hybrid Teaching & Learning
 - Universal Design for Learning
 - Experiential Learning
 - Evaluation Techniques

● Study Leave for Unit 2 members with Appointment to the Program

- After 4 years of service within the Program, members shall be entitled to a their first study leave and may elect one of the following options for their proposed study leave:
 - Option A - Two consecutive semesters of leave at a rate of 3.0 FCE pay and the equivalent APE
 - Option B - One semester of leave at a rate of 1.5 FCE pay and the equivalent APE
- Subsequently, members shall be entitled to one study leave per term in the Program to be taken at any time within each term.
- Study leave may be preceded by a non-teaching semester for a total of up to four consecutive semesters of leave.
- Three full semesters must elapse between the end of one study leave and the beginning of the next study leave, during which time members are required to teach two consecutive semesters.
- During the study leave, members would receive all the benefits that they would otherwise receive if they were teaching.

SKILLS AND QUALIFICATIONS ENHANCEMENT, cont'd

● Mentorship Program

- Mentors selected from among Unit 2 members who have received Continuing Appointment and who self-identify as BIPOC, disabled and/or 2SLGBTQIA+.
- Mentors must receive appropriate training on University resources and CUPE 3903 CA provisions, and be made knowledgeable of the Employer's evaluations, promotions and tenure process.
- Mentors shall be paired with appropriate mentees based on areas of teaching/research expertise, professional development goals, and compatibility.
- Unit 2 members who serve on the Mentorship Program for at least 2 terms shall receive a \$500 stipend for their participation in the training program and a \$250 stipend per mentee to offset the cost of lunch/dinner meetings throughout the year. Unit 2 members who serve on the Mentorship Program shall accrue 0.5 FCEs for every 1 year of service as Mentors.
- All early career CUPE 3903 Unit 2 members belonging to one or more Employment Equity Groups shall be eligible to participate as a mentee in the Mentorship Program.

RETIREMENT AND POST-RETIREMENT

- Revise TCA:
 - TCA eligibility would be granted after any complete five-year term of the Program regardless of years-of-service.
 - Members may also enter into the TCA under current provisions without waiting until the end of their term in the Program
- Modify Article 15.27 concerning Post-Retirement Benefits
 - Add additional money to fund; fund to be indexed
 - Enrollment would be automatic upon retirement
- Modify Article 10.10 concerning Pensions
 - Appointees to the Program who are not already enrolled in the pension plan would be automatically enrolled.
 - 3.0 FCEs shall be equal to 1 year of service for the purposes of calculating the pension
- Accessibility of Post-Retirement Programs & Benefits

RETIREMENT AND POST-RETIREMENT, cont'd

- Recognizing the difficulty in navigating pension plan and post-retirement benefits, the Employer will appoint a dedicated staff person available by phone and email to respond to member inquiries. Staff person's name and contact details will be provided to the Union by September 1 of each year.