

BARGAINING UPDATE

CUPE 3903
January 18, 2012

On December 9th, 16th, and 20th, we met with the Employer to discuss our **Employment Equity (E.E.)** proposals. At present we have 20 E.E. proposals. These include

- a demand for a transparent hiring process for Unit 3 Graduate and Research Assistantships, Unit 1 Course Directorships, and Unit 2 Long Service Teaching Appointments
- a discrimination and harassment investigation procedure
- mandatory training sessions for York managers on proper hiring practices
- and the development of a tracking system to record who applies to what positions and who is offered work based on the associated self-identification categories.

As of last week, **the Employer had only agreed to negotiate four of 20 E.E. proposals**, suggesting instead that the Joint Employment Equity Committee is the proper place for such discussions--despite the fact that the Employer effectively walked away from the E.E. Committee last June.

Of the four E.E. proposals the Employer is willing to “acknowledge”, none have been taken seriously. For instance, in response to our proposal for a transparent hiring process for Unit 1 Course Directorships, the Employer has proposed that each individual hiring unit develop their own hiring procedures. This is by no means sufficient. A number of hiring units already have **“official” hiring processes in place and they're the problem rather than the solution.** For instance, in some departments only “senior” doctoral students are eligible to apply... does this mean ABD? Post-residency? Sixth year students? In others, only those who are “adequately” progressing through the program will be considered (a qualification which, as we all know, speaks more to our speed through program requirements than to the quality of our work). While we recognize the fact that our scholarly work will have a bearing on what we can teach, this needs to be standardized to prevent misuse.

As a further example, **in at least two departments, PhD students were asked to design new course outlines—for a competition that then decided who gets access to Course Directorships.** Do the unsuccessful candidates get paid for their time? What happens to the selected course outline in the following year? Does a YUFA (full-time



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faculty) member simply take over the course? Is the individual compensated for this loss? Who has intellectual property over the unsuccessful course outlines? Obviously, not all of these issues are specific to the hiring process itself (and we have proposals to deal with these), however this is precisely the point. Without standardized hiring practices the Union is unable to protect members in situations like these.

These are just a few instances that illustrate the Employer's haphazard approach to employment equity. Indeed, while the Employer has recognized that their hiring practices for Unit 3 Graduate and Research Assistantships are inequitable, they use this as the very rationale for turning down our proposals, arguing in essence that the system is so broken they can't fix it.

This is our Employer's idea of good faith bargaining!

Despite the Employer's intransigence, the Union is continuing to stand up for Employment Equity at the bargaining table.

To learn more about our Employment Equity proposals or bargaining more generally, please contact Sarah Hornstein, Chief Steward Unit 2 at:
cupe3903chiefsteward2@members.cupe.ca.

We look forward to discussing these issues further with members at both the departmental level and at General Membership Meetings.



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