Unit 2
Contract Faculty
University Proposals to update the Collective Agreement
As offered at the Union’s 2018 Strike Deadline

- Increase salary rates in 10.4 and authorized replacement rates in 15.03.1 by 2.1% effective September 1, 2017, 2.2% September 1, 2018 and 2.3% September 1, 2019;

- Those who have five or more cumulative years of service will receive vacation pay of 6%;

- Increase Campus childcare subsidies from $40,000 to $50,000 per year;

- Increase general Childcare fund from $200,000 to $260,000 per year;

- Increase Extended Health Benefit fund from $180,000 to $220,000 per year;

- Language for provision of benefit enrolment form and booklets;

- Parking cost reimbursement for employees assigned duties off-site;

- Increase Post Retiree benefit contribution from $84,000 to $100,000;

- Increase individual post-retiree benefit amount from $1650 to $1800;

- Provide Employee and Family Assistance Program benefit;

- New six week paid domestic or sexual violence leave;

- Increase the Union Ways and Means Fund from $74,245 to $85,000 per year;

- Increase Trans fund from $30,000 to $40,000 per year;

- Creation of a Committee to address nursing practicum course issues;

- Union office space on Glendon campus;

- Commitment to maintain an online system for job postings and to archive postings;
• Improve incumbency language by ensuring course name changes cannot impact rights;

• Provide bargaining team seniority credit;

• Agree to develop a system to allow member’s online access to individual work histories;

• Language guaranteeing proof of practice in nursing is reasonably connected to position requirements;

• Extend the eligibility in the Continuing Sessional Standing Program from 3 years to 5 years;

• Maintain the conversion program with six (6) conversions over the life of the contract;

• Provide, subject to YUFA agreement, a new Special Renewable Contract that allows up to eighteen (18) members to be appointed to the full time faculty for 5 years and renewable for a further 3 to 5 years

OR ALTERNATIVELY

Allow the issue of full time opportunities in the SRC/conversion programs above to go to Interest Arbitration for resolution;

• Increase the total number of members in the Long Service Teaching Appointments from sixty (60) to seventy five (75);

• Extend LSTA’s up to five (5) years duration where there is academic need on the recommendation of the hiring unit;

• Create a Career Advancement Program to support members in their application and competitions for full time faculty positions;

• Provide access to email, to PER, Research Grants, Conference Travel funds and/or Professional Development funds during non worked summer period;

• Sexual violence training and voluntary enhanced training;

• Nursing / breastpumping space on campus and online promotion of same;

• Identification of LGBTQ as a fifth employment equity group;

• Provide equity preference in hiring in the absence of APE or equal APE;
• Provide equity preference for positions posted for the first time;
• Consultation and presentation meeting with new Vice President on equity issues;
• Define underrepresentation for equity purposes and define mechanics for equity hiring by unit;
• Accommodation procedure with union involvement and timelines;
• Create pilot project for ASL video relay;
• Continuation of email and library services access for twelve (12) months following completion of contact;
• Increase the Research Costs Fund from $100,000 to $110,000 per year;
• Provide equity guarantee for research leave requests;
• Increase the Professional Expense reimbursement fund from $250,000 to $275,000;
• Increase individual amounts for each Type 1 from $350 to $375 and raise the cap from $1050 to $1150;
• Increase the Tuition Costs Fund from $10,000 to $12,500 per year;
• Increase the Professional Development Fund from $125,000 to $150,000 per year with Career Advancement earmark;
• Agree to equate online and blended courses with regular courses;
• Increase the paid time available to the Union for Joint Health and Safety activities by 45 Tutor 1 hours;
• Commit to additional paid training at union run Health and Safety courses;

The tabled proposal also maintains the following University proposal;

• Remove the current contractual right of an employee to refuse to conduct email communication.