

IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL
COLLECTIVE AGREEMENT
BETWEEN:
YORK UNIVERSITY
(THE “UNIVERSITY” OR THE “EMPLOYER”)
AND YORK
UNIVERSITY FACULTY ASSOCIATION
(THE “ASSOCIATION” OR “YUFA”)

- A. These proposals are tabled without prejudice to the Employer’s tabling of additional, new and/or amended proposals in the course of collective bargaining negotiations.
- B. These proposals are made without prejudice to the Employer’s interpretation of collective agreement language in any current or future grievances.
- C. The Employer has endeavoured to black-line or strike through proposed changes from the language of the 2021-2024 collective agreement.
- D. The final form of a renewal collective agreement is subject to necessary housekeeping and administrative detail for numerical consistency, dates, cross-referencing of Article numbers and the like.
- E. Nothing is finally agreed until everything is agreed.

Proposal #	Article	Date	Proposal
YUFA Compensation and Benefits 17	25.04	July 9, 24	<p><i>Add New Appendix XX for a joint working group on Progress-Through-the Ranks. The Joint Working Group on PTR would obtain, review, consider and discuss information regarding the PTR/Career Development Increment and like models in place for faculty at other Ontario universities with a view to considering recommendations to the University and YUFA regarding potential revisions to the current PTR model under the collective agreement:</i></p> <p style="text-align: center;">Appendix XX</p> <p style="text-align: center;"><i>Letter of Understanding Regarding</i></p> <p style="text-align: center;">Progress through the Ranks (PTR)</p>

			<ol style="list-style-type: none">1. The York-YUFA collective agreement describes the purpose of PTR as the recognition, on an annual basis, of an employees academic/professional development and improvement and that embodied in the concept of PTR is the notion of a structured career development plan in which employees move steadily towards their retirement salary.2. The current PTR model in the 2021-24 York-YUFA collective agreement has been in place without amendment to the language describing the model, other than moving from the use of a formula based on the salary floor for Assistant Professors to calculate the value of PTR to an independently agreed upon value of PTR (2001), or any meaningful review since 1979 and provides for the same annual PTR increment to all faculty members regardless of the stage of their career (e.g. junior, middle or later) and pre-dates the end of mandatory retirement at age 65 - that is, when the current PTR model was adopted the length of the career of all faculty members was known and fixed to be no longer than retirement at age 65.3. In the context of Paragraph 2 and 3 above, the parties agree to establish a Joint Working Group on PTR promptly following the ratification of the renewal 2024-2027 York-YUFA collective agreement, hereafter referred to as the Joint Working Group on PTR.4. The Joint Working Group on PTR would be comprised of 3 members appointed by YUFA and 3 members appointed by the University.5. The Joint Working Group on PTR would obtain, review, consider and discuss information regarding the PTR/Career Development Increment and like models in place for faculty at other Ontario universities with a view to considering recommendations to the University and YUFA regarding potential revisions to the current PTR model under the collective agreement and having regard for such factors as the members of the Joint Working Group on PTR considered relevant and which might include, for example, models that deliver greater PTR increments to junior or middle career faculty and lesser PTR increments to later career faculty; the potential benefits or
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			<p>shortcomings of PTR models that include an element of merit in the determination and allotment of PTR increments; issues related to a career development PTR model in circumstances where there is no longer a known and fixed career development end point for all faculty at age 65.</p> <p>6. The Joint Working Group on PTR will prepare a report to be provided to the University and YUFA summarizing the PTR/Career Development Increment and like models at other Ontario universities and which Report may include recommendations from all of the members of the Joint Working Group on PTR and/or some number of the members of the Joint Working Group on PTR, and/or individual members of the Joint Working Group on PTR, on potential revisions to the current PTR model in the collective agreement for consideration by the University and YUFA.</p> <p>7. The Joint Working Group on PTR will schedule such meetings as it considers appropriate with a view to completing its work within 18 months of the date of ratification of a renewal collective agreement.</p>
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