



WHAT'S AT STAKE FOR JOB STABILITY IN THIS ROUND OF BARGAINING?

The Employer's position on job stability:

- ① The Employer's proposed **Job Stability Program (JSP)** would become, over the course of many years, the main program through which Unit 2 members are hired to teach courses at York University.
- ② Members who have taught an average of 1.5 course directorships over three years (or 1.0 course directorships for members of equity groups) would be eligible for a 5-year appointment in the program. During that time, they would be guaranteed 2-3 course directorships per year.
- ③ Appointments would be based on a collegial assessment of the applicant's file, prior experience, and departmental teaching needs. These are terms of appointment borrowed from the Long Service Teach Appointment (LSTA) program. A JSP appointment could be renewed for a total of 15 years for members just entering the bargaining unit, and 20-25 years for more senior members.

Where did this program come from?

- ④ The JSP is a version of a program discussed in the **Job Stability Committee (JSC)**, a joint committee chaired by Mediator Chris Albertyn that emerged from the last round of bargaining.
- The committee was to develop a comprehensive program to replace the LSTAs and the Continuing Sessional Standing Program (CSSP). For almost two years, the committee met and negotiated elements of a JSP, including many equity initiatives proposed by the Union.
- The JSC met for the last time in November 2023 without resolution. The Employer's JSP is their version of the program which the Union has not agreed to.

What's wrong with the Employer's offer?

- ⑤ The JSP is supposed to replace the Long Service Teaching Appointment (LSTA) program. However, in its current form, the JSP neither builds upon nor maintains the protections afforded by the LSTA or other programs.
- The JSP has a lower threshold of eligibility than the LSTA. While this would be beneficial to a greater number of Unit 2 members and is consistent with the 'comprehensive' goal of the JSC, higher seniority members have expressed concerns about how a highly discretionary appointments process could jeopardize the prevailing seniority system.

For all these reasons, we have long considered the JSP concessionary.



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1. There is nothing in the JSP (Job Stability Program) that delays its implementation. Its implementation will be driven by applications from members. Since JSP teaching appointments would be made first, this pressures members to apply to the JSP or miss out on teaching opportunities. This pressure will be intensified as members scramble for jobs under duress of unprecedented cuts to unit 2 work.

2. Under the JSP, those members who will be affected by the new cuts to unit 2 course directorships will not qualify for the so-called course directorship guarantee mentioned in the infographic. Members who survive the cuts by taking TAs will only be offered TAs in the JSP for the first 5-year term (assuming they are accepted into the program), after which they would be barred from applying again.¹

3. The JSP is fundamentally different than the LSTA program; any similarities are superficial. Applications to, and job assignments in, the JSP do not take place at the department level. Those accepted into the JSP can be assigned work outside the departments or faculties they identify on their application. The employer's discretion under the JSP transcends departments.

4. The JSP is an unprecedented initiative that the employer is pushing one-sidedly into bargaining for the first time this round. Contrary to what was stated in the infographic, the JSP was never "negotiated" with the union; to suggest that it was is to undermine the union's agency. The Job Stability Committee is little more than a historical curiosity; it was a non-binding informal brainstorming conversation with the employer that failed to find common ground after two years of trying. Though the union is always willing to listen to the employer think out loud, this does not mean we agree with what the employer says.

5. The JSP will adversely affect all layers of the membership. It will take work away from our lowest seniority members who have the fewest teaching assignments (and thus who are ineligible to apply for the JSP) just as much as it will from those who normally teach more than the equivalent of 3 courses. It is inflammatory, divisive and false to give the impression that only those with high seniority will be negatively affected by the JSP, while lower seniority members have something to gain.²

¹ See JSP Appendix E

² Everyone in the JSP will be given a teaching load between 2.0 and 3.0 FCEs. That means that if anyone entering the program normally teaches 1.5 FCEs (or 1.0 FCE for equity groups), they may see their teaching load double. *That extra teaching will be taken away from unit 2 members who don't normally teach enough to be eligible to apply to the JSP – i.e., who teach less than 1.5 FCEs (or 1.0 FCE for equity groups) – not only from those who normally teach more than 3.0 FCEs.*