

Proposal to Extend 2015-2018 Collective Agreement

Osgoode Hall Faculty Association

Attached is OHFA's proposal to extend the 2015-2018 Collective Agreement. This proposal is tabled without prejudice or precedent to the Faculty Association's position or other proposals relating to collective bargaining. This proposal is made without prejudice or precedent to any current or future grievance and the Union's position on the interpretation of collective agreement language in any current or future grievance.

E&OE: errors and omissions excepted

Proposed Memorandum of Agreement
between the York University Board of Governors
and
the Osgoode Hall Faculty Association (OHFA)

February 13, 2018

The parties agree that the OHFA-York University Collective Agreement of 1 July 2015 to 30 June 2018 shall be extended on the following terms, for one year, from 1 July 2018 to 30 June 2019.

All terms of the Collective Agreement, and of the Memorandum of Settlement for the 2015-2018 Collective Agreement (which was signed on 22 September 2016), shall apply for the additional year from 1 July 2018 to 30 June 2019 subject to the following amendments applicable during 1 July 2018 to 30 June 2019:

1. In Article 18.02, the three holiday days listed in sub-sections (a), (b), and (c) shall apply during 2018-2019, with the specific dates to reflect the University's holiday schedule for that academic year.
2. Any other dates that apply based on the Collective Agreement which would otherwise terminate on 30 June 2018 shall extend to 30 June 2019.
3. Article 24.02 shall include an additional sub-section (d) as follows: "For employees who are employed on July 1, 2018: effective 1 July 2018 base salary increase of 1.5%."
4. Article 24.05 shall include an additional sub-section (d) as follows: "For employees who are employed on July 1, 2018: effective 1 July 2018."
5. In Article 24.02, instead of "24.02(a-c)" it shall read "24.02(a-d)".
6. In Article 24.05, instead of "24.05(a-c)" it shall read "24.05(a-d)".
7. Article 26.06 shall include the following sentence in place of its last sentence [substantive change is italicized for ease of comparison]: "The Association shall inform the Employer as to its wishes in respect of this clause within 60 days of the ratification of this collective agreement for the contract year 2015-2016, by 1 July 2016 for the contract year 2016-2017, by 1 July 2017 for the contract year 2017-2018, and *by 1 July 2018 for the contract year 2018-2019* in order for its entitlement to be valid."
8. Article 30.01 shall include the following sentence in place of its first sentence [substantive change is italicized for ease of comparison]: "This collective agreement shall be binding on both parties and shall be deemed to commence and remain in effect from the date of ratification to *30 June 2019*."
9. Appendix C, Note 1 shall include the following sentence in place of its current sentence: "The stipends for the positions of Graduate Program Director and ORU Director shall increase to \$6,181.35 effective 1 July, 2016; to \$6,274.07 effective 1 July, 2017; and to *\$6,368.18 effective 1 July, 2018*."
10. Article 5 of the Memorandum of Settlement for the 2015-2018 Collective Agreement shall apply, for May 1, 2018, the amounts listed for May 1, 2017.

11. Article 7 of the Memorandum of Settlement for the 2015-2018 Collective Agreement shall include the following sentence after its last sentence: "Any funds remaining at the end of the 2017-2018 academic year will be made available to faculty in the bargaining unit in the 2018-2019 academic year on the same basis."

The parties commit to timely and responsive engagement in collective bargaining following the expiry of the 2015-2018 Collective Agreement as extended to 2019 by the present Memorandum of Agreement.

Dated: March 2, 2018

For York University:

Deanne DeFilippis

For OHFA:

