

# CUEW: WE'D RATHER BE TEACHING

1. CUEW has met with the Administration throughout this past summer and fall. Indeed, we will be meeting with the Administration starting on October 12 and do all that is necessary to achieve a just and equitable settlement.
2. CUEW is determined to achieve results on a number of major issues: 1) a living wage; 2) job security; 3) participation; 4) and protection of our seniority provisions. A number of factors should be taken into consideration when looking at our proposals:

## TEACHING ASSISTANTS

- a) We are not allowed by Provincial Law to work more than an average of 10 hours a week at any time in the year, including the summer.
- b) 55% of our members live at least \$3000.00 below the poverty line.
- c) 23% of our members feel their poor financial situation will lead to their withdrawal from their programmes.
- d) Some of our members have collected welfare in the summer.
- e) A major question asked is when does delayed gratification become SELF-DEPRIVATION? We feel that that point has already been reached.

## PART-TIME FACULTY

- a) Have NO JOB SECURITY.
  - b) Few participatory rights on departments or faculty councils or committees. This despite the fact that CUEW members perform 45% of the TEACHING AT YORK.
  - c) 75% of part time faculty hold Ph.D.s or equivalent professional degrees comparing favourably to full time faculty.
  - d) 87% of part time faculty have published and continue to do research geared towards publication.
3. It has appeared to us throughout that the Administration's negotiating strategy has been geared to confrontation. It appears to us that serious negotiations could thus only occur once a strike mandate was secured by the Union. As a result we were forced to hold strike votes on October 2 and 3. CUEW received a 70% VOTE IN FAVOUR OF STRIKE ACTION IF NO JUST AND EQUITABLE SETTLEMENT COULD BE ACHIEVED IN MEDIATION. We will be in a legal stike position as of October 18.
  4. Despite concerns of underfunding THIS UNIVERSITY IS PRESENTLY OPERATING WITH AT LEAST A NINE MILLION DOLLAR SURPLUS. Our proposals would consume AT MAXIMUM ONLY 16% of that SURPLUS.
  5. **CUEW MEMBERS ARE AN INTEGRAL PART OF THE FUNCTIONING OF THIS UNIVERSITY. THE ADMINISTRATION MUST RECOGNIZE THESE FACTS AND BARGAIN ACCORDINGLY.**