

Employer counter proposal – Unit 1 – Revise Ticket application process in Article 10.01 and Appendix F (APPLICATION FOR A TEACHING ASSISTANTSHIP POSITION YORK UNIVERSITY UNIT 1) as follows:

ARTICLE 10 – POSITIONS AND RATES OF PAY

10.01.1 The parties recognize that the Employer wishes to provide teaching opportunities for full-time graduate students. Such students will normally be employed in tutor 1, tutor 2, tutor 3, tutor 4, tutor 6, tutor 7, or writing instructor positions. However, the Employer reserves the right to appoint such students to no more than fifty-five (55) course director positions (not including any course director positions to which full-time graduate students are appointed when there have been no suitably qualified candidates with applicable prior experience in Unit 2 for course director positions originally posted in Unit 2) during any twelve-month period ending 31 August. In identifying courses to be made available as ticketed course opportunities, hiring units will give first consideration to courses that were not taught by an employee in the Unit 2 bargaining unit in the immediately preceding contract year.

Notwithstanding Article 10.01.2, the Employer further reserves the right to appoint such students to additional positions equal to one-third of the number of Research release-time stipends granted each year to holders of SSHRC Research Grants. If a hiring unit has an even number of research release-time stipends in a single year, the ratio shall be achieved by averaging the positions over two or more years.

The Administration will ensure – and verify through report – that released courses are being distributed on the basis of one Unit 1 ticket for each group of two Unit 2 replacement appointments. The courses filled must have been taught in the previous year by a faculty member on release, or by a faculty member now taking on courses of released colleagues, or courses that the faculty member on leave had been scheduled to teach. These Unit 1 tickets shall not exceed the fore noted ratio. The Administration will report as soon as the grants are accepted and again, when the appointments begin.

Effective ~~2015-16~~ 2026-27, the ticket application process is as follows:

- (i) PhD students wishing to apply for a ticketed course directorship opportunity will submit a specific Ticket application as described in Appendix F ~~do so by January 31st using the standard Application for Teaching Assistantship Positions in Appendix F.~~
- (ii) Applications for ticketed course directorships will additionally include, along with the Application Form in Appendix F:
 - (a) A letter indicating the applicant's interest in teaching a course; how teaching a course fits with the applicant's future career aspirations; the subject matter the applicant is most qualified to teach; and the term or terms in which the applicant would be available to teach the course;
 - (b) A statement from the applicant's supervisor indicating a ticketed course director

position at this stage is appropriate and will not negatively affect the applicant's progress in the Program.

- (c) Units may also require references from one or more course directors for whom the applicant has served as a teaching assistant.

Units may wish to provide additional guidance regarding item (ii)(a) above; such additional guidance will be communicated by the Unit to potential applicants.

- (iii) ~~Programs will identify post the potential~~ ticketed course opportunities electronically in a location accessible to employees and the Union, and will communicate the list of opportunities to applicants normally by no later than April 1. If the Program will have no ticketed course directorship opportunities, it will advise the applicants by no later than April 1. Applicants may indicate their preference for a specific opportunity by April 15.
- (iv) Postings for ticketed course director opportunities will be clearly identified as ticketed course opportunities in the CUPE 3903 Unit 1 bargaining unit and will have an application deadline of a minimum of two weeks.
- (v) Applicants will be assessed and ranked on the basis of their applications. Units may optionally include an interview process; if an interview process is included, the interview process and its role in the applicant assessment will be communicated to applicants. ~~In all cases, appointment decisions will be communicated to applicants by May 15.~~
- (vi) Normally, offers of ticketed course opportunities posted by April 1 will be issued no later than May 15, and offers of appointment will be copied to the Union.
- (vii) Preference for appointments to ticketed course directorships will first be given to applicants in their upper years (year 4 and up) with the least prior experience as a ticketed course director. Units may establish their own eligibility criteria with respect to year or years of program and/or also consider progress toward program completion among upper-year applicants; any such criteria consideration will be communicated by the Unit to potential applicants.
- (viii) A minimum of two ticketed courses directorships will be made available to each faculty to ensure the equitable availability of ticketed course directorships among those faculties who may wish to use ticketed courses directorships.
- (ix) Giving preference first to qualified applicants in their upper years per (v) above, a minimum of 50% of the ticketed course directorships at the faculty level will be prioritized in each contract year for qualified applicants who self-identify as a member of one or more of the Equity Groups, as follows:
 - (a) A minimum of 50% of the Equity Group-prioritized ticketed course directorships will be further prioritized for qualified applicants who self-identify as Indigenous

or racialized.

- (b) In selecting between or among two or more qualified applicants who self-identify as Indigenous or racialized or between or among two or more qualified applicants who self-identify as other than Indigenous or racialized first priority will be given to applicants who self-identify as a member of two or more Equity Groups.
- (x) Where there are no qualified applicants who self-identify as a member of an Equity Group, the ticketed course directorship will be awarded as set out in sections ~~(iv-v)~~ (v, vii, and viii) above.

APPENDIX F

APPLICATION FOR A TEACHING ASSISTANTSHIP POSITION YORK UNIVERSITY UNIT 1

(If you are registered at York as a full-time graduate student)

NAME _____ TELEPHONE _____
Surname, Legal Name Preferred Name, Pronouns

ADDRESS _____ POSTAL CODE _____
street city

SUMMER ADDRESS _____

SUMMER PHONE _____

EMAIL ADDRESS _____

SOCIAL INSURANCE NUMBER _____

DATE OF APPLICATION _____

STUDENT NUMBER _____

TYPE OF TEACHING ASSISTANTSHIP APPLICATION (check one):

Blanket ☐ Specific ☐ *Specific Ticket ☐

~~Please check "yes" or "no" if you wish to be considered for a ticketed course directorship:~~

~~YES ☐ NO ☐~~

*If you are applying for a ticketed course directorship, please note:

- if you would like to have your equity status considered in the selection process, it will be necessary to complete the self-identification form included in this application Form.
- ~~Further, if you are applying for a ticketed course directorship,~~ the required application information described in Article 10.01.1 and any additional information required by the Unit must be attached to this application form.

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