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 exceeding sixty-five (65) full course equivalents (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~~ March 15. ~~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 four weeks subject to the timelines for Late Ticket Postings in Article 10.01.1(vii).

(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 March 15 will be issued no later than May 15. Offers of appointment will be copied to the Union.

(vii) Ticketed course director opportunities which are posted within one month of or following the start of the academic term in which the ticketed course will be offered are considered Late Ticket Postings, and are subject to the following timelines:

(a) such opportunities shall be posted for a minimum of 48 hours between 9:00 a.m. Monday and 5:00 p.m. Friday; and

(b) offers of appointment for such opportunities will be made within 10 calendar days.

(viii) 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.

(ix) 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.

(x) 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.

(xi) 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 ☐~~

Please complete the CUPE 3903 Self-Identification Form included in the application form for new and continuing employees. Note that you must submit a completed self-identification form with your application in order for your equity status to be considered in the selection process. Self-Identification survey results are confidential and will be used only for the purpose of informing appointment

decisions.

Further, ~~note that~~ 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

Faculty_____Department/Division_____

Note that a blanket application, to be considered, must be submitted between November 15 and January 31 (or by the next business day if January 31 falls on a weekend) and shall apply to all positions in the hiring unit for academic sessions that commence during the twelve months following January 31. Any application after January 31 is specific to the position or positions listed below.

If you have any questions about how to fill in this application, please call the CUPE 3903 office at 416-736-5154.

Specific Ticket Application (only appears on a Specific Ticket Application)

TICKETED COURSE DIRECTOR OPPORTUNITY REQUESTED: _____

Blanket or Specific Teaching Assistantship Application (only appears on a Blanket or Specific Application)

TEACHING ASSISTANTSHIP POSITIONS REQUESTED:

(to be filled out~~r~~ even if you ~~wish to be considered~~ intend to apply separately for a ticketed course directorship)
(Even if this is a blanket application, please specify the position(s), course # and title, and academic session in which you are most interested.)

1. _____
2. _____
3. _____

PRESENT COURSE OF STUDY: Graduate Program_____

_____Masters _____Ph.D. _____/_____/_____ Year of Study _____
Entry Date *1st, 2nd etc.*

Graduate Supervisor _____

If applying for summer employment, are you a visa student?_____

PRIORITY POOL STATUS:
Number of years (including current year) a full-time Ph.D. candidate _____
TA assignments held at York while: a Masters candidate_____

PREVIOUS TEACHING ASSISTANTSHIPS AT YORK:
Including any currently held.

Faculty/Course #/Title (e.g. LAPS/HIST2510/Canadian History)	Year (e.g. 2013-14)	Study Level (e.g. Ph.D. I)

_____ _____ _____
_____ _____ _____
_____ _____ _____

EDUCATION: Begin with current.

Degree & Discipline	University	Date Completed/In Progress
1.		
2.		
3.		
4.		

TITLES OF COMPLETED, OR IN PROGRESS, HONOUR, MASTERS AND/OR PH.D. THESES:

_____
_____
_____
_____

PUBLICATIONS: Give authors, titles and journal references.

_____
_____
_____
_____

CURRENT RESEARCH:

_____
_____
_____
_____
_____

RELEVANT GRADUATE LEVEL COURSE WORK:

_____
_____
_____
_____

RELATED WORK OR ACADEMIC EXPERIENCE:

_____
_____
_____

~~***Complete the CUPE 3903 Self-Identification Form included in the application form for new and continuing employees on a confidential basis.***~~ ***Please note that you must submit a completed self-identification form with your application in order for your equity status to be considered in the selection process.***

_____

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.

The University reserves the right to add, delete or modify its proposals at any time during collective bargaining negotiations. Any agenda items or proposals are without prejudice or precedent to the University's position on any issues regarding the interpretation of the Collective Agreement, including with respect to any current or future grievances.