York University Faculty Association

Memorandum

To: Dan Bradshaw, Assistant Vice-President, Labour Relations

From: Nancy Sangiuliano and Susan Ingram, YUFA Chief Stewards

Re: Policy Grievance: Faculty-wide (LAPS) Changes to Course Offerings & Class Size

Date: March 8, 2024

YUFA hereby grieves on its own behalf and on behalf of its members that the Employer has violated Articles 1, 3, 7, 9, 10, 11, 17, 18, and any other relevant provision of the Collective Agreement, established past practice, and any other relevant law, principle of common law, or statute, by inter alia:

- failing to inform the Association through the Joint Committee on the Administration of the Agreement (JCOAA) of its intention to initiate Faculty-wide changes to existing practices as communicated to various units within the Faculty of Liberal Arts and Professional Studies by drastically reducing the number of courses and tutorials being offered along with corresponding proposals for significant increases in the size of the remaining courses;

- abusing its authority, and exercising its management rights in an arbitrary, unfair, and unreasonable manner;

- denying YUFA members their ability to exercise their professional responsibilities, including responsibilities to deal fairly and ethically with their colleagues, students, and other members of the university community, and violating their academic freedom;

- denying the affected units in LAPS the right to determine the structure, format and mode of delivery of courses in conformity with the requirements of the curriculum as approved by Senate and with established practices, and denying the pedagogic and academic judgements and principles of units and YUFA members with respect to the appropriateness of modes of delivery of courses;

- violating existing workload documents, and current teaching and workload practices, including but not limited to collegial decision making with respect to class size;

- arbitrarily, unfairly, and unreasonably increasing the workload of YUFA members;

- failing to maintain a healthy and safe workplace;

- introducing working conditions for YUFA members that are arbitrary, unfair, unreasonable and inconsistent across the Faculty and the University;
proposing to deny members their entitlements to adequate teaching assistance commensurate with the collegially determined pedagogical aims and requirements of the course.

YUFA reserves the right to add to or amend the foregoing particulars.

YUFA requests the following remedies and reserves the right to add to or amend them:

1. A public declaration that the Employer has violated the Collective Agreement;
2. An order directing the Employer to immediately cease violating the Collective Agreement;
3. That the Employer complies with existing practices and the established workload documents and does not alter the established normal workload or normal teaching load of faculty members;
4. That the Employer cease any circumvention of collegial processes of the determination of workload agreements and class size;
5. An order that the Employer cease interference in the unit’s right to determine the structure, format and mode of delivery of courses and the pedagogic and academic judgements and principles of units and YUFA members;
6. An order that Chairs and Directors who engaged in additional labour due to the Dean’s Office drastic reduction of courses and tutorials be made whole;
7. That the Employer makes any and all affected members whole;
8. Any other appropriate remedy.

cc. Lisa Philipps, Provost and Vice-President Academic  
Laina Bay-Cheng, Vice-President Equity, People and Culture  
Dean JJ McMurtry, Liberal Arts and Professional Studies  
Adam Bereza, Executive Director, Faculty Relations  
Danielle Sandhu, Goldblatt Partners  
Alison Fisher, YUFA Staff Representative