

YUFA Strike Mandate Vote: FAQ for York Students and Community Members

What is the Faculty Association bargaining for?

YUFA is bargaining for many improvements that address workload and working conditions, collegial governance, compensation and benefits, retirement and equity. The York University senior administration has either denied or refused to engage meaningfully with YUFA's priority proposals.

Why should York students care about the Faculty Association's negotiations?

We need students to support YUFA so that our members can better support students. In negotiating a new contract with York University, YUFA's goal is to improve the overall quality of education for everyone. The quality of students' education is determined by a number of factors, including class and size; how much time faculty members have to develop and teach courses; how much time instructors have to grade your work and give you one-on-one instruction; what kind of resources are available to students and faculty; and whether your education environment is open, diverse and inclusive.

YUFA members have one of the highest workloads across Ontario and these workloads, along with deteriorating working conditions, have a direct and significant effect on student learning conditions. Higher than average workloads and student-faculty ratios mean less time for mentoring and supporting students, developing innovative curricula, professional development, and greater difficulty in recruiting and retaining the best faculty, librarians and archivists.

Can York University afford to give YUFA members a better contract ?

York has a surplus of \$316.8 million at the end of the 2020-21 year, which could be used to support our faculty, librarians and archivists and strengthen the quality of education here at the University.

While there have been many cuts to the post-secondary sector over the last few years, the Ford government, through Bill 124 (the *Protecting Sustainable Public Sector for Future Generations Act, 2019*) has imposed a 1% cap on monetary increases to Collective Agreements in Ontario. This legislation means that YUFA is limited in what we can ask for in relation to monetary issues. Many of the larger issues on the table right now are not

monetary issues. They concern equity, collegial governance, timely and dignified accommodation processes for members with disabilities and care-giving responsibilities, and recognition of the extra workload, shouldered disproportionately by our equity-seeking members, under pandemic conditions.

Do I need to be worried about a possible strike or lockout?

At this stage, YUFA **may** have to enter into a legal strike position if the York University Administration continues to ignore priority issues like equity, workload and working conditions, collegial governance, compensation, and retirement .

Will a strike affect classes?

A strike could affect classes if they are taught by a full-time Faculty member including tenured, tenure-track, contractually limited-term, or Special Renewable Contract faculty. It can also affect the availability of librarians and archivists. YUFA is unsure what plans the York University Administration would make in the event of the strike, but we will do everything we can to keep our students informed.

Follow YUFA on our social media platforms to make sure you don't miss any updates.

We do not want a strike at York University. We are working hard to avoid one, but we need the support of students and York community members to build a better York. You can support YUFA and help avoid a strike by checking back for future updates and actions.