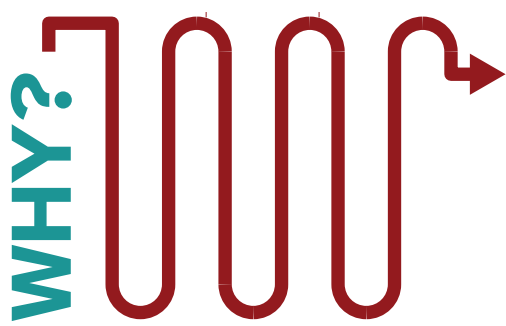


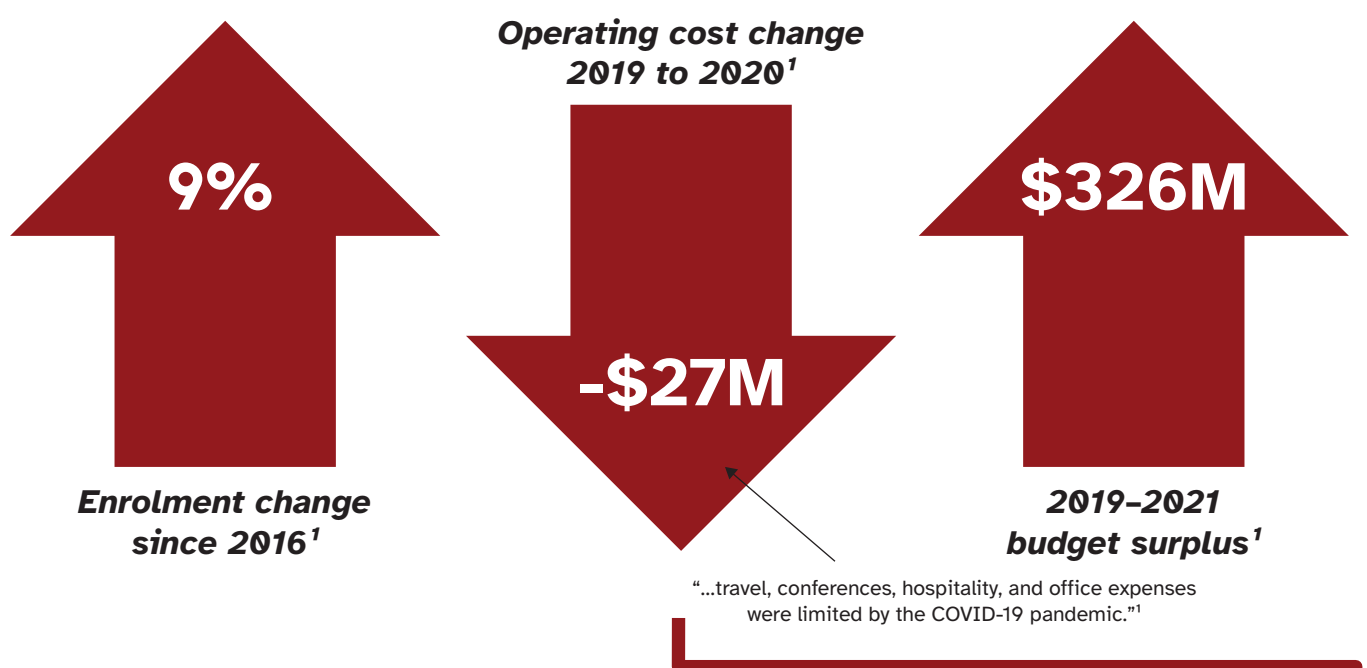


We are asking for your support.



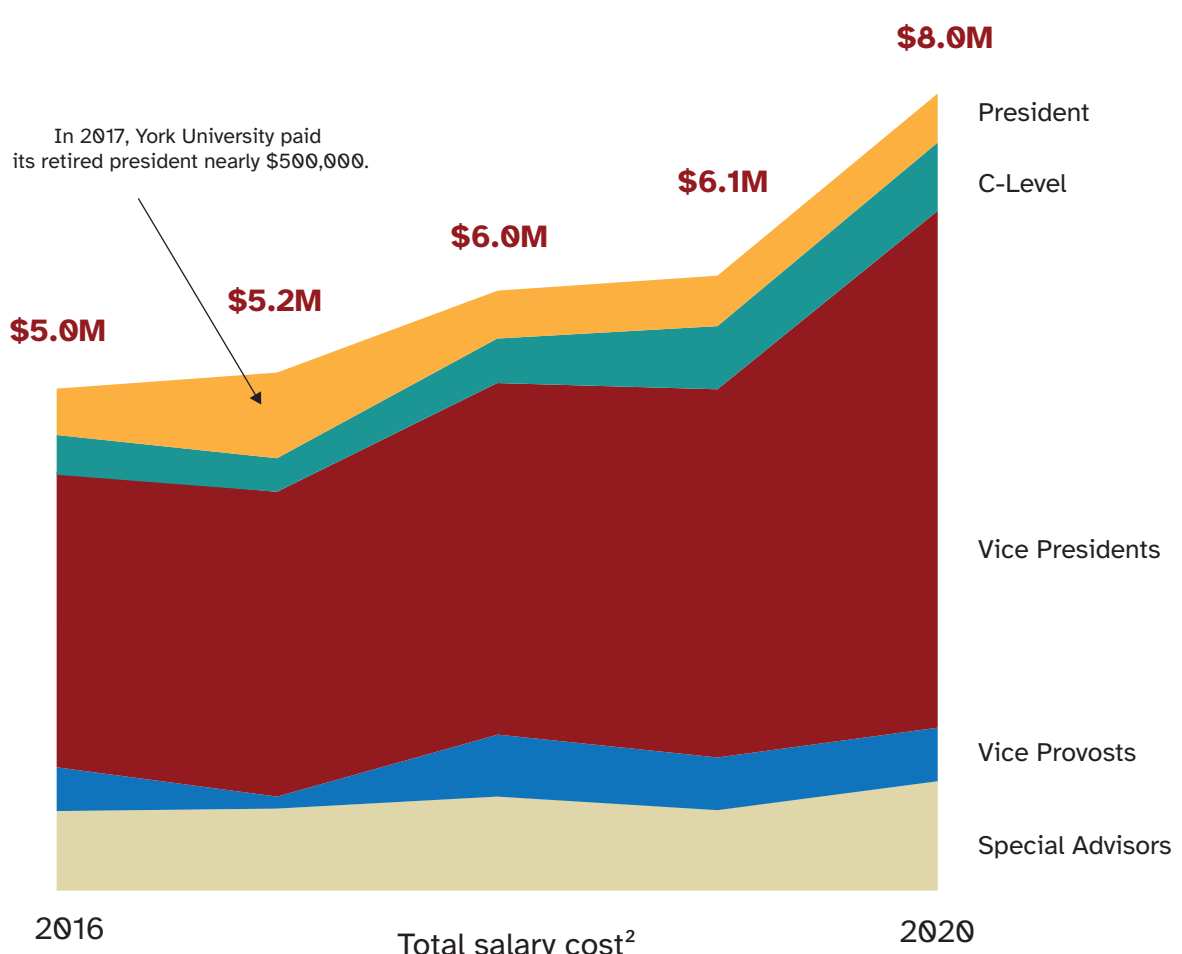
**The University is doing better than ever.**

Enrolment is up, operating costs are down, and the budget surplus is at a record high.



**Meanwhile...**

**The University is becoming top heavy**



**YUFA Success = Student Success**

**The ability to bring in more new faculty**

Junior faculty depend on mechanisms like PER & PTR\* to fund their lives in Toronto and build a research & teaching dossier worthy of tenure. Without those, we will lose younger faculty and not be able to recruit.

**A more equitable workload**

A reasonable workload means the ability to dedicate more time to our students' needs.

**A more diverse faculty**

Our proposals include calls for meaningful recruitment and retention of racialized, Black and Indigenous colleagues; an effective and respectful accommodations process; and equity and diversity training for administrators. At a time when the employer seeks to enhance its reputation in terms of equity, it is refusing to meet our hiring quotas and to adequately resource our BIPOC colleagues who are frequently called upon to serve as experts for students, faculty, and the employer.

**Faculty—not administrators—should decide how to adjust course delivery during public health disruptions.**

The York administration is rejecting YUFA's proposal to give faculty a meaningful role in deciding when to switch to alternative modes of delivery in order to meet the needs of students and preserve the academic integrity of their courses in the context of public health and safety concerns.

\*Professional Expense Reimbursement helps pay for the carrying out of an employee's professional responsibilities. Progress Through the Ranks is the recognition, on an annual basis, of an employee's academic/professional development and improvement.

**YUFA hasn't been on strike since 1997.**

**We don't want to strike, but we need the support of students and York community members to build a better York.**

**How you can help**

Send a letter to senior administration:  
<https://tinyurl.com/yufaletter>  
Follow and amplify us on social media:



1. "York University Consolidated Financial Statements / April 30, 2021". <https://www.yorku.ca/finance/wp-content/uploads/sites/76/2021/07/2021-Financial-Statements-FINAL.pdf>  
2. See Ontario public sector salary disclosures 2016–2020. <https://www.ontario.ca/page/public-sector-salary-disclosure#section-1>