

Strike by CUPE 3903 and its Impact on Academic Activities: Senate Policy on Disruptions Now in Force

Communication from the Executive Committee of Senate 26 February 2024

The Senate Executive Committee issued a [communication](#) to the York community on 23 February 2024 that a strike by members of CUPE 3903 appeared imminent. As of 26 February 2024, CUPE 3903 has begun a strike that has substantially disrupted academic activities at the University. As a result, Senate's [Policy on the Academic Implications of Disruptions or Cessations of University Business Due to Labour Disputes or Other Causes](#) (*Disruptions Policy*) is now in force.

The three governing principles of this policy are **academic integrity, fairness to students, and timely information**. These are described in detail in the policy.

It is not known how long the strike will last. Courses and academic activities in progress that can continue will continue (including in the School of Continuing Studies and off-site locations). Most are expected to proceed; however, others will be affected.

In a short disruption of six days or fewer individual course instructors will determine if or the extent to which their courses, seminars, graduate supervision, labs, practica, etc., have been affected. Within normal academic regulations, instructors can determine any remedial actions to exercise to preserve academic integrity of the course. Any such remedial actions, including switching an in-person course / academic activity to online delivery (synchronous or asynchronous mode) for the duration of the disruption, will be communicated to students by instructors directly or through *eClass*; decisions to shift to online delivery of programming is to be reported to Deans' / Principal Offices. In addition to *eClass*, students can check the [course status](#) website for information on their classes. Any remedial actions required to sustain course continuity during the first six days of a labour disruption are managed by individual course instructors. Decisions of individual course instructors are not affected by statements or motions made by a program, department or Faculty Council.

If the disruption goes beyond six days, it is defined as a “long disruption” by the Senate Policy. Should the disruption continue to seven days, it will be necessary to implement more comprehensive remedial actions, such as modifications to normal academic regulations and adjustments of class and examination schedules. The University Senate or its Executive Committee will determine options for completing courses and finalizing grades at appropriate times. Any such decisions taken to adjust regulations or schedules will be promptly announced to the community via the [Senate](#) website.

Since a labour disruption has commenced, the following steps have been taken in accordance with the Disruptions Policy:

- the Registrar and other University administrators have informed counterparts in Canada about the disruption at York and will use their best efforts to ensure that due dates for applications are extended
- Senate Executive has developed a plan to monitor the situation and keep the community informed if and when additional changes are necessary

When a disruption of any length occurs, students are entitled to: immunity from penalty; reasonable extensions of deadlines; and other remedies deemed necessary that are consistent with the principle of academic integrity. Such remedies do not alter academic standards, nor do they guarantee students the same learning experience they would have received in the absence of a disruption.

Senate Executive urges members of the community to familiarize themselves with the Senate Disruptions Policy, and to watch the [University Operations](#) and [Senate](#) websites for frequent updates.

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Poonam Puri
Chair of Senate