



Communication from the Executive Committee of Senate 23 February 2024

Academic Implications of Potential Strike of CUPE 3903

CUPE 3903 has been in a legal strike position since 22 February 2024. This does not mean that a strike will occur. However, when a disruption appears to be possible the Executive Committee of Senate is required to issue a communication notifying the community of the principles of the [Senate Policy on the Academic Implications of Disruptions or Cessations of University Business Due to Labour Disputes or Other Causes](#) (*Disruptions policy*) and the implications a potential labour disruption may have on the academic activities of the University.

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

When a disruption of any length occurs, students who do not participate in academic activities because:

- a. they are unable to do so owing to a Disruption, or
- b. they choose not to participate in academic activities owing to a strike or lock-out on campus

are entitled to: immunity from penalty; reasonable alternative access to materials covered in their absence; reasonable extensions of deadlines; and such other remedy as Senate deems necessary and consistent with the principle of academic integrity. Such remedies neither alter academic standards, nor do they guarantee students the same learning experience they would have received in the absence of a disruption.

A disruption that lasts six or fewer days is defined by the Senate Policy as a “short disruption”. In a short disruption 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, any necessary remedial actions by instructors required to preserve academic integrity of the course, including switching an in-person course to online delivery (synchronous or asynchronous mode), will be communicated to students by instructors directly or through eclass, and reported to the Deans / Principal Offices. Senate Executive affirms that, in a short disruption period, the decision to continue a course in which academic integrity can be preserved, resides with the individual instructor (i.e., it is not a department or Faculty-based decision).

On the first day of a disruption, Senate Executive will announce that a disruption has happened, and it will begin to implement the Policy. Courses and academic activities in progress that can continue will continue (including in the School of Continuing Studies and off-site locations). Classes with CUPE 3903 instructors cannot be expected to continue owing to the disruption, and other courses where academic integrity cannot be preserved will not continue. If a disruption is declared, information about the status of courses will be available through multiple channels, including a central University repository of active classes, tutorials and labs, directly from course instructors, and on eclass sites.

Although any labour dispute is bound to cause difficulties, Senate Executive assures the community that it is committed to fulfilling its responsibilities under the Disruptions Policy to deal quickly and sensitively with any academic implications that arise and to communicate decisions that it or Senate makes promptly.

[Disponible en français](#)

Poonam Puri, Chair of Senate