



York University Faculty Association
240, York Lanes
4700 Keele Street,
Toronto, ON. M3J 1P3

416-736-5236
(FAX) 416-736-5850

yufa@yorku.ca

March 10, 2022

Dear Mr. Bradshaw:

In preparation for a possible strike or lockout, YUFA is here writing to ensure that its members continue to have access to all health and salary-based fringe benefits normally maintained by the employer. YUFA also wishes to get confirmation regarding active members' continued access to campus facilities, health benefits, and other forms of support.

Access to all health and salary-based fringe benefits

We request that you advise the Association of the monthly cost of maintaining health benefits for all members of the bargaining unit, including a breakdown of the particular benefits included.

We also request information on how and when payments will need to be made to ensure said benefits continue without interruption.

We further request that the Association be provided information about maintaining contributions to the pension plan for the duration of a job action.

YUFA's understanding is that retiree benefits will continue in the event of a strike or lockout.

Members' continued access to campus facilities for the duration of a strike or lockout

We would like confirmation that in the event of a strike/lockout, the University:

- Will continue to pay YUFA members on approved sick or personal leave or maternity/parental leave;
- Will continue to pay YUFA members on approved sabbatical and/or any other research/education leave;
- Will continue to process professional expense reimbursement claims for expenses incurred prior to the commencement of the disruption;
- Will grant access to funds for research expenses to ensure that costs associated with staff salaries, monthly costs for animal services, and other necessities will continue to be paid out. Maintenance, repairs, reordering of supplies and equipment, etc., will also continue;
- Will extend contract timelines for post-doctoral visitors and support requests to external funders for any additional time that might be needed to meet research obligations, as well as extending any internal funding deadlines;
- Will not impede capital purchases on pre-negotiated terms/quotes associated with

research projects;

- Will not impede the progress of grant applications submitted through the University, including but not limited to grant applications made to tri-council agencies, and will support the extension of grant administration deadlines and/or any other grant-related deadlines or opportunities which rely on or are directly administered by York University;
- Will defer internal competition timelines, including the need for reference letters, etc.;
- Will not impede access to York University email addresses or other online platforms essential to research and/or creative activities;
- Will permit members access to campus for limited duties, including accessing labs with live specimens or living experiments, and to deal with emergency situations;
- Will permit the deferral of graduate student exams, including comprehensive exams, and provide to graduate students any additional time that may be required;
- Will use its best efforts with other universities (Registrar's Offices, Admissions Offices, etc.) to understand that there is a faculty strike at York, and that materials like reference letters, grades/transcripts, will be late, and candidate(s)/student(s) should not be disadvantaged;
- Will not impede any other activity which, if left uncompleted, would result in harm to research and/or other projects currently undertaken by a YUFA member.

YUFA looks forward to your expeditious response.

Sincerely,

A handwritten signature in black ink, appearing to read "Arthur S. Hilliker". The signature is written in a cursive style with a large initial "A".

Arthur Hilliker

Cc: A. Bereza