

York University Faculty Association
Memorandum

To: Barry Miller, Executive Director, Faculty Relations

From: Sheila Embleton, Chief Steward, Grievance Committee *Sheila Embleton*

Re: Grievance – Alternate Stream Teaching Load

Date: 6 March 2013

The York University Faculty Association grieves on its own behalf and on behalf of its members that the Employer has violated Articles 2, 5.01, 17.01, 18.08.1, 18.08.2, 18.09, 18.10, 18.13, and any other relevant articles of the Collective Agreement by imposing a 4.0 full course equivalent (FCE) annual teaching load for Alternate Stream faculty in academic units that did not previously have alternate stream appointments (it being YUFA's understanding that the Employer does not intend to increase teaching loads in those academic units that already had alternate stream appointments), as announced by Barry Miller, Executive Director, Faculty Relations on March 1, 2013. In the alternative, the Employer is estopped from imposing the 4.0 FCE annual teaching load as a result of representations made by the Employer, including but not limited to representations made by the Employer bargaining team during the most recent round of bargaining.

The following remedies are requested by the Association:

1. A declaration that the Employer violated the collective agreement;
2. A direction that the Employer cease and desist from imposing a 4.0 teaching load;
3. In the alternative, a direction that the Employer cease and desist from imposing a 4.0 FCE annual teaching load until it has complied with relevant Articles of the Collective Agreement;
4. A direction that any affected YUFA member be made whole, by way of increased compensation and/or course releases;
5. Any other appropriate remedy;

cc. R. Lenton, Vice-President Academic & Provost
J. McDonald, Sack Goldblatt Mitchell