YUSA PUY

CONNECTION

VOLUME 40, ISSUE 1

YORK UNIVERSITY STAFF ASSOCIATION
YUSA
ASSOCIATION DU PERSONNEL DE L'UNIVERSITÉ YORK

York University Staff Association
Association du Personnel de l'Université York

YORK UNIVERSITY STAFF ASSOCIATION
YUSA
ASSOCIATION DU PERSONNEL DE L'UNIVERSITÉ YORK

1975
2010

35 YEARS OF SOLIDARITY

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Affiliated to the Confederation of Canadian Unions

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PRESIDENT'S REPORT ◆ JOANIE CAMERON-PRITCHETT

The past four months have actually felt much longer. The office has been dealing with an increase in grievances and meetings overall, to deal with violations of the Collective Agreement. I know that in the reports to follow in this newsletter, there are further details of some of these major issues, so I have decided to focus my report in other areas.

Since negotiations concluded for Unit 1 in August 2011, we have made a concerted effort to increase morale at our University and improve the working lives of our members. We have continued to offer the Fitness Initiatives throughout both lunch hours for four days per week; we have offered Work/Life Balance Workshops that are offered one day per week for both lunch hours; we have created a YUSA Rewards Program that offers discounts to our members for various venues and services; we have offered support and advice for our members one time prior to retirement to meet with a financial advisor and we have increased our social opportunities in 2012 to meet as a community.

Notwithstanding, the ongoing programs that the employer has unleashed on us – Attendance Management Program; PRASE and Disability Management, this union has continued to represent the members, file the necessary grievances and work to improve the health of our campus overall.
We will continue on this course that we established at the beginning of the year – to create the best work environment, that demonstrates progressive leadership and that works towards not just creating a great workplace – but an ideal *worthplace*.

We all spend so much of our time here at York and we invest so much of ourselves in our work. We need to work in a positive space. We need to continue on the path of an improved workplace that values and respect the employees (the human resources which is York's greatest asset) and motivates us all to do our best and demonstrate to the broader communities that we are a wonderful University with a great sense of community.

I will never lose sight of this, nor will I ever stop fighting to achieve this. I love our community and I know that we can be an efficient and productive and well respected University and still maintain excellence in how we communicate with one another and above all else, how we collectively work together to achieve these objectives.

The York University Staff Association and all of its members, including the union officials and Executive Board members are part of the fabric of York University and are great Ambassadors for this institution.

I will continue to strive to weave solidarity within our community and be a leader that works towards this vision.

In Solidarity,
Joanie Cameron Pritchett
President

FIRST VICE PRESIDENT'S REPORT ◆ GIULIO MALFATTI

The challenges facing Yusa in this climate of anti-union sentiment continue to escalate and are not eased by the revolving door in the Human Resources department at York. Over the past two years new people continue to be hired in the Human Resources department at an alarming rate. In the past calendar year there has been a complete turnover in the personnel who deal directly with Yusa.

The latest departure, in early February, was the AVP Human Resources and Chief HR Officer, Sharon Hooper. Ms. Hooper left York to take a position at Brandon University in Manitoba. Ms. Hooper was brought in by York with great fanfare and a stated mandate to resolve the non-academic labour relations issues that have plagued York for decades. Unfortunately by the time she left York the main non-academic labour relations issues had still not been resolved.

Due to the backlog of grievances which had not been heard at step 2, mainly because Labour Relations would not schedule them as per the Collective Agreement timelines, Joanie requested in January that the parties set aside a week in order to do a grievance blitz so that the backlog could be cleared. Labour Relations countered that offer with a suggestion that the Employer would provide written step 2 responses for all of the outstanding grievances by the end of the first week in February. By the end of the first week in February Yusa had still not received all of the promised responses.

Being left with no other reasonable option Yusa began using the expedited grievance process as allowed by the labour laws of Ontario. Under this process a grievance is referred to the first available arbitrator and must be heard within 21 days. Hopefully this will clear the backlog of grievances which has built up over the past year.

Like the vast majority of universities across Canada one of the biggest issues facing York and the Yusa membership is pension insolvency. Currently York has an approximate $240 million pension unfunded liability. In 2011 the Ontario government passed legislation allowing universities a window of three years to make changes to their pension plans in order to meet their outstanding unfunded liabilities. One of the stated goals of the legislation was also to take part of the funding burden away from the universities (basically the government) and pass it along to the members of the plan. There is only one pension plan at York and currently all York employee groups are negotiating with the university changes to the pension plan. These negotiations are at the preliminary stage, no proposals have yet to be exchanged. The unionized employee groups have formed a coalition and are working together using the same actuary and legal counsel. Joanie is the Vice-Chair of this pension coalition. If pension agreements at other Ontario universities are any indication at the end of these negotiations everyone in the York Pension Plan will, at minimum, see their contribution rates increase.

Exclusions from the bargaining unit grievances continue to be a major issue. In the later part of 2011 and early 2012 York and Yusa held a series of discussions which resulted in two negotiated settlements and saw a number of these grievances resolved and a memorandum of agreement reached in regards to the process of integrating individuals who are moved from a CPM position into Yusa. Janet Brewer's expertise in Job Evaluation and Excel has been a tremendous help to us as we try and navigate through this exclusions process.

Yusa has submitted a comprehensive Pay Equity proposal to the employer for our Unit 2 members in the hopes of finally reaching a Pay Equity agreement which would set the stage for negotiating a new Unit 2 Collective Agreement. The employer reviewed the proposal and requested clarification on a number of items within the proposal. Yusa's pay equity specialist is currently gathering the requested information. A special thanks needs to be sent out to Sandra Bell and Janet Brewer, Yusa's Job-E Co-chairs for their assistance in the entire Unit 2 Pay Equity exercise. It has been a long hard struggle; still it will be well worth it once the process is finally completed.

The contract negotiations for an initial contract for our Unit 3 members are almost ready to begin. More information will be sent out to the membership in the near future regarding these future negotiations.

The employer's actions and in a great deal of cases lack of action is certainly keeping all of us extremely busy. There has been no shortage of work for Joanie, Robin or myself. Robin has continued to establish herself as a voice of reason and sensibility which the employer has a difficult time countering. Through documentation the employer provided in an arbitration hearing it came to our attention that the employer is very concerned that Yusa has become a voice on the York campus that is listened to by both management and staff. That is a great reflection on and a great compliment to Joanie.

2012 will continue to be extremely busy for Yusa. Due to the Pan Am Games coming to York in 2015, our current home, the East Office Building formerly known as the Temporary Office Building, will be demolished to make way for a permanent 5000, expandable to 10,000, seat stadium. The date of our move to our new, but still officially unconfirmed home, continues to be, pardon the pun, a moving target. Rumours have it that we need to be in our new home before September. We will keep you updated.

In May Be Idems, Yusa's Office Coordinator, will retire. This will signal a tremendous change within Yusa as Be has been an integral part of Yusa for over twenty years. Her astounding recollection of Yusa events and dates but in particular Yusa members is legendary. For many Yusa members there first point of contact with Yusa was through Be. She will be missed by all of us who have worked closely with her for many years; she will leave a huge void that will not be quickly or easily filled. We all wish Be the best in the years to come.

Finally it is important to remember that the membership has always been and always will be Yusa's strength.

SECOND VICE PRESIDENT'S REPORT ◆ ROBIN SMITH

In this era of social and political unrest, and the current anti-union climate, it is balm for the unionist soul to spend some time amid like-minded people. The Confederation of Canadian Unions (CCU) is such a group. When YUSA delegates met with other affiliates for the Spring National Executive Board meeting in early March, there was a full agenda of issues to be tackled. There was much discussion around themes that affect all unions and unionized workers – locally, nationally, and around the world. How do we combat anti-union sentiment, especially against public sector workers? How do we impress upon workers – unionized or otherwise – that the gains won over decades of collective bargaining can be lost in a heartbeat if we do not continue to be diligent? And perhaps most important – how do we remain strong and unified while we face the constant challenges to our rights and values?

Over the two days of the National Executive Board meetings, we tackled these questions – and many more. Throughout the full day Labour School, led by YUSA President Joanie Cameron-Pritchett, we discussed our common ground, sustaining ourselves, and finding positive ways of engaging our members. Celebrating ourselves while we ride the wave of challenges that confront us daily is no small task. We are grateful that YUSA has an enthusiastic membership and a hard-working team of Executive Board members. We have a collective agreement that ensures a safe and fair workplace. As the day goes on and we share stories with other delegates, it is clear that there is still so much more we could do.

We must continue to support unorganized workers and those who risk being de-certified. We need to speak out when we hear public sector workers being referred to as 'fat cats' or free riders on the 'gravy train'. Good working conditions, sustainable pension plans, job security, and health care are not 'gravy' – they are benefits long fought for – and paid for – by the workers themselves. The current 'race to the bottom', where gutting collective agreements, closing or privatizing union jobs or stripping unionized workers of their benefits seems to be the primary goal – will not serve to improve our economy. These strategies, in the long run, will only serve to convert our working class into a society of working poor, reliant on government subsidies to support themselves and their families. Good jobs are good for the economy – workers who earn a fair wage can spend more, save more, and give more back to their communities. Instead of vilifying the workers who make up our public services – we at YUSA should be united in our support – and be proud to count ourselves among them.

Robin E. Smith, 2nd VP, YUSA

TREASURER REPORT ◆ LUANNE MCLELLAN

Greetings Everyone,

First I would like to thank the membership once again for allowing me to act as Treasurer of YUSAPUY in 2011 and again for 2012. I have held this position for a few years now. Every year the President of YUSA and the Treasurer review and prepare a new budget for the upcoming year. It is then presented to the Executive Board for approval and then presented to the membership for a final approval. This was done in February of 2012 and the budget was approved. Thank you

I hope everyone has taken advantage of some of the wonderful Rewards Program items that have been offered to YUSA members. Kerri Anne Brown is doing a great job of putting these together along with the Fitness Program.

As always we have our YUSA BBQ and I am looking forward to this event along with some other things that are in the works for the summer. Attending the Retiree's Luncheon is always amazing. It is very interesting talking to people I have not seen in a long time and catching up on things. Maybe I can pick up some pointers on what to do for when I retire…… Anyway it is always a pleasure meeting and talking with members on these various occasions and I am looking forward to doing it again this year.

Again, thank you and I wish everyone a great year….
Luanne McLellan

MEMBERSHIP OFFICER'S REPORT ◆ DAWN BURNS

I am very excited to be preparing a report for the YusApuY Newsletter!! I would like to extend a big "thank you" to Bruno and the Communication's committee for all of your hard work preparing the spring 2012 edition.

It's hard to believe, only a few short weeks ago, I was sitting outside, listening to the birds, enjoying the warm air and sunshine. Now I am right back to wearing my winter coat and scraping ice off my car. What a contrast! I sincerely hope this blast of winter will soon pass! As you read this, I hope the days are warm and sunny.

At the recent AGM, I was acclaimed as the 2012 YusApuY Membership Officer. I look forward to another productive year working will all of the members of the YusApuY Executive Board, as well as serving the membership to the best of my ability. Welcome to the new members who will be joining the team this year: Fiona O'Conner, Bargaining Representative and Todd Rietschin, Glendon representative. Thank you to Joanie Cameron Pritchett, Giulio Malfatti and Robin Smith, our full-time officers, for the unwavering dedication and support each of you provide to our membership each and every day. We sincerely appreciate all of your efforts.

I will also be sitting on the 2012 Constitution and Policy committee and Grievance committee. I look forward to working with Mike Belanger, in order to continue the invaluable work we have started on the Policy manual. I also look forward to working with: Wanda Hollingshead, Luisa Robinson, Zanita Shamselarijani, Rachel Katz and Nina Ostapchuk-Moore on the Grievance committee.

As Membership officer, I continue to meet with newly hired members on a bi-weekly basis. These sessions are an opportunity to provide some historical knowledge about YUSA and the CCU. I also discuss some of the highlights of the Collective Agreement and the rights we have as unionized members. I use these sessions to discuss the importance of joining a committee, training to be a JobE rater, or union steward. I encourage everyone to take an active role in the union and stay connected! Notify the union office if your campus address changes and subscribe to the listserv (see instructions in the newsletter). Most importantly, COME OUT TO THE MEETINGS! Let your voice be heard. Do not let a small group of people make decisions about your future.

2012 is shaping up to be a very exciting year. The Staff Appreciation BBQ is scheduled at the Keele campus on June 19 & 20. 12-1 or 1-2 lunch hour at the Orange Snail in Stong College. Glendon – the date is tentatively set for June 6 from 12:30-1:30. In addition, another very exciting event is in the planning stages - the inaugural YUSA FAMILY PICNIC. Our rain or shine date is: June 23 from 10-3. We have many family-friendly events planned (see the flyer on page 40). Stay tuned for more information. Be sure to have your YUSA membership card in order to pick up tickets for both events. If anyone has comments or suggestions, please drop me a line at: dburns.stroud@gmail.com

Yours in solidarity

Dawn Burns

BARGAINING COMMITTEE REPORT ◆ FIONA O'CONNOR, CHAIR

The Bargaining Committee is preparing to negotiate both a Unit 2 and "Unit 3" Collective Agreement before the end of the year. As of writing this, we do not yet have dates set with the Employer but have begun to meet as a Team to begin the work of strategizing and prioritizing how best to approach negotiations on behalf of these two units. Considering the success of last year's Bargaining Team in negotiating a solid Unit 1 Collective Agreement , we're hoping for a 'three-peat' in delivering equally strong Agreements for both Unit 2 and 3. You will hear more from us in the coming months as we move further along in the bargaining process.

In solidarity,
Fiona

COMMUNICATIONS COMMITTEE REPORT ◆ BRUNO RITACCA, CHAIR

Hello YUSA members,

It's my pleasure to serve on the Communications Committee again and to be the Chair for 2012! I'm very happy to see a new member on the Communications Committee, Sharon Cicciarella, but a bit disappointed to have two vacancies this year for this committee. I strongly encourage everyone to step-up and get involved.

Sharon and I have worked hard on putting together this first issue for 2012 and hope you enjoy reading this issue.

When the Communications Committee put out a call for submissions/suggestions for the upcoming Newsletter back in mid-March, we received only a handful of suggestions/requests. If you did not receive the email, please make sure you sign-up for the YUSAPUY List-Serv, instructions can be found on page 44. The few requests and suggestions we received were about putting the Newsletter and all other communication on-line, in an effort to save paper and costs. This has been an issue for many, many years (probably since the inception of email!), and will continue to be an issue that many of us will not agree on. The current YUSA Executive Board and previous YUSA Executive Boards have discussed this issue to exhaustion. Ultimately, it is in everyone's best interest that we continue to produce our Newsletter and other vital communications in paper format. Please note that not all information is printed in hard-copy format; some information, like the YUSA Rewards Program information is sent out via the YUSAPUY List-Serv and posted on-line. The cost of printing is minimal, in comparison to other expenses; no Newsletter was produced during 2010 and in 2011 only one issue was produced. This was presented at the 2012 Budget Meeting, and all previous Budget Meetings. More importantly, many of our YUSA and LTD members do not have access to computers or email regularly and that is why it is important to produce hard copies to ensure that all members receive vital information in a timely manner. If YUSA were to only communicate by email or through a web posting, there is the potential risk of some YUSA members using work time and resources to view the material and possibly print-off this material at work. This would create an entirely new batch of problems including disciplinary action and grievances. Reading the newsletter is meant to be done at your leisure. Sending out paper-copies of information also allows the YUSA Office to keep accurate records of correspondence and avoids members claiming they did not receive information. We can appreciate that when members move

departments the YUSA Office does not receive these updates in a timely manner, so we ask that you simply return the communication to the YUSA Office and the staff will do their best to update their records accordingly.

Finally, some have suggested that there be an 'option' for members to choose how they receive their information; soft copy versus hard copy. Given the size and physical sparsity of our membership this is not a feasible option. The YUSA Office does not have every YUSA employee's email address. Keep in mind, our Unit II members move around a lot and YUSA currently has a problem keeping track of them! To contact and obtain a list of who wants what copy and then maintain such a list would be extremely time consuming for the YUSA Office, preventing major issues and concerns of our members to be put behind.

Given this rationale, I still hope you enjoy this issue and look forward to future issues.

In Solidarity,
Bruno Ritacca

CONSTITUTION & POLICY REPORT ◆ MICHAEL BELANGER, CHAIR

As I write this report and I look outside at the wonderful weather it reminds me that our annual BBQ is just around the corner. Well it's a couple of months away, but I've got my fingers crossed for great weather on our BBQ days also.

To attend the BBQ, and get your burger and other goodies, you will need to have your YUSA membership card (or other ID, read below). Apparently the BBQ is in the planning stages as I write this. For that, I must give a HUGE thanks to Dawn Burns. Not only is she our Membership officer and also on this C&P committee, but every year she organizes the annual BBQ as well as other events!

This is your EARLY reminder to make sure that you have your membership card. There always are a few folks that don't have or cannot find their YUSA membership card, when they come to get their BBQ ticket. So now is the time to contact the Union office so that you can be issued a replacement. Note it is also is a good time to inform the Union if they don't have your updated home address, campus address or if your name has changed.

This report will focus on your YUSA membership card and what you might use it for besides getting your BBQ ticket. In our Constitution it states that "proof of membership shall consist of either the Union's valid membership card, the employees pay stub, or an official piece of government issued identification that includes the member's name." Please note that these are the ONLY forms of identification that are acceptable.

Of course, every YUSA member in good standing needs their membership card or other ID, as described above, to VOTE. Annually the General Elections occur every year during the month of November. There may also be by-elections held early in the year, or at other times, for any vacancies for Officer or Standing Committee positions. Your membership card or acceptable ID (see above) is required at the polling booth. Note that members unable to vote in person may send their valid membership card or acceptable ID with another member in order to cast a proxy vote. You will not obtain a ballot without the proper identification.

Besides elections, we also have a few other times that we will hold a vote. During a ratification meeting you will be required to vote to accept or reject a new contract between YUSA and the University. A strike vote is required before we could go out on strike. Note that Voting by proxy is NOT allowed for either ratification or strike votes. Note that any Referendums/Petitions and Motions that are brought forward also require a vote. Changes to our Constitution also require a vote by the membership.

Note that the Constitution does allow for some votes via mail-in ballot. This can occur for our budget, for by-elections of certain positions (not the President or Vice-President(s)) or motions, as required. Please go online and view our Constitution (link below) to learn more information about voting. Depending on what we are voting on, there may be requirements for quorum or different percentages of ballots cast for a vote to pass.

http://www.yusapuy.ca/YUSA Constitution.pdf

Finally, I have been informed that your membership card maybe required for some rewards program 'deals' that are being currently worked on.

Michael Belanger, Chair
Constitution and Policy Committee

HEALTH & SAFETY COMMITTEE REPORT ◆ SONNY DAY & PAULA GOWDIE ROSE, CO-CHAIRS

YUSAPUY Health and Safety Committee
Paula Gowdie Rose, Co-Chair

Spring has sprung and we are well on our way to Summer or Construction – the "other" Canadian Season! This will be more evident this year at York University, what with the ongoing subway construction and the construction activities that will commence over the next several months in order to accommodate the 2015 PanAm Games at York.

Development and growth is great but it seems that York has undergone continuous massive construction and rapid physical change over at least the last twelve (12) years. Nevertheless, these are actively sought after changes by the York administration and so we must be patient yet vigilant about hazards in the workplace and diligent in responding to occupational health and safety in the workplace.

How? Here are some important tips to remember:

Report hazards in the workplace to your manager. This includes even hazards you may identify as you walk across the campus or through any building. This also includes any hazard you may identify within the physical workspace that increases the risk of violence and harassment in the workplace. The expectation is that your manager would respond appropriately:

- to understand the cause of your concerns and not be dismissive, and
- to either personally investigate the hazard or contact the appropriate department to have the hazard addressed.

Report incidents and accidents that occur in the workplace to your manager. Paper cuts, slips and falls, chemical spills, musculoskeletal injuries/repetitive strain injuries, exposure to fumes, gases and other hazardous substances, environmental concerns such as scents in the workplace and more – these all should be reported. Additionally, incidents that may occur while en route to or from a parking lot or while completing campus wide deliveries must be reported. Furthermore, persons ***fainting*** or ***going unconscious*** regardless of whether or not it resulted from exposure to something in the workplace should be reported.

Fainting or going unconscious of *ANYONE* in the workplace are considered ***"critical injuries"*** and must be reported to the Ministry of Labour (MOL). This means that if employees, clients or visitors to the university faint or go unconscious, it must be reported to the MOL.

When incidents or accidents are reported to your manager, the expectation is that your manager will respond appropriately:

- complete a *Supervisor's Accident Investigation Report* (SAIR),
- contact a worker member of the YUSAPUY Joint Health and Safety Committee[1] to jointly investigate the incident and sign off the SAIR,
- submit the completed SAIR to the Employee Well Being Office within twenty-four (24) hours.

Be aware of your environment at all times. Focus on the activity at hand and limit distractors.

Take care when using roadways whether as a pedestrian or as a driver. Remember we *share* the roads. The same applies to **walkways**.

Update yourself on how to respond during emergencies while at York. You may reference materials published by the Emergency Preparedness Program (EPP):
Emergency Response Guide: http://www.yorku.ca/epp/documents/Emergency_Response_Guide.pdf, and
Guide for People with Disabilities:
http://www.yorku.ca/epp/documents/Guide_for_People_with_Disabilities.pdf

Advice from Katherine Branton, Manager, EPP: *"If you feel your safety/life may be in danger - you should always call 911 first before security or anyone else."*

Evacuate a building quickly or do not enter a building when the fire alarm is ringing. Persons requiring assistance to evacuate the building, e.g., persons with mobility issues must call 911 to inform Emergency Services of your location and particular health concern, e.g., unable to walk, use a wheelchair, etc.

Respect construction signage and steer clear of construction zones.

And, of course, contact *YOUR* Health and Safety Committee with questions and/or concerns relating to occupational health and safety. Please see the Committee list on the YUSAPUY website at http://www.yusapuy.ca/Contacts.html.

Take care of yourself! $\mathcal{PGR}$

[1] Some members of the YUSAPUY Health and Safety Committee participate in the YUSAPUY Joint Health and Safety Committee as *worker members*.

WHO'S WHO?

(* = On Leave)

EXECUTIVE: (OFFICERS MAY ALSO ACT AS STEWARDS)

President	Joanie Cameron Pritchett	YusApuY Office, Room 065 EOB	33495
First Vice-President	Giulio Malfatti	YusApuY Office, Room 065 EOB	44528
Second Vice-President	Robin Smith	YusApuY Office, Room 065 EOB	33412
Membership Officer	Dawn Burns	Visual Arts/Art History, CFA	55533
Treasurer	Luanne McLellan	OSFS, BCSS	22001
Glendon Officer	Todd Rietschin	Glendon Athletic	88338

COMMITTEE CHAIRS:

Bargaining	Fiona O'Connor	Leslie Frost Library, Glendon	88272
Communications	Bruno Ritacca	YUELI - Room 035, Founders	22941
Constitution & Policy	Michael Belanger	Biology, Farquharson	22655
Grievance	Wanda Hollingshead	Admissions, W322, BCSS	70361
Health & Safety (co-chair)	Sonny Day	UIT, Steacie	40363
Health & Safety (co-chair)	Paula Gowdie Rose	c/o of YusApuY Office 065, EOB	
Job Evaluation (co-chair)	Janet Brewer	Comp Svcs, 2120, TEL Bldg	33367
Job Evaluation (co-chair)	Sandra Bell	Financial Engineering Prog. SSB	55073
Nominations	Risto Puhakka	OSFS, Room W223, BCSS	31198

YUSAPUY OFFICE STAFF:

Office Coordinator	Bebee Idems	Room 065, EOB	33474
Office Assistant	Elizabeth Sankar	Room 065, EOB	55109
Fitness Program Coord.	Kerrianne Brown	Room 065, EOB	55109

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UNION STEWARDS:

Martin Alexander	Computing Svcs, Scott	30340
Annemarie Ali	Admissions, BCSS	66666
*Sandra Alsaffawi-David**	(on leave)	
Michael Belanger	Biology, Farquharson	22655
Sandra Bell	Financial Engineering Program, SSB	55073
Natasha Bissoon	Department of Chemistry, 124 Chemistry Bldg.	55246
Sylvia Bosch-Karas (Coordinator)	Admissions,W323, BCSS	77523
*Sarah Carman**	University Information Technology, Steacie	40232
Sonny Day	University Information Technology, Steacie	40363
Bhash Deonandan	Computing Services, SCOTT	30340
Tom Elmer	Office of the Dean, SSB	20056
Debbie Freele	Biology, Lumbers	22655
Paula Gowdie Rose	c/o of YusApuY Office 065, EOB	
Jane Grant	Biology, Lumbers	22657
Wanda Hollingshead	Admissions, W322, BCSS	70361
June Huang	Admissions, W323, BCSS	77521
Rachel Katz	Dept. of Theatre, CFT	22213
Theresa Loftus	Telecommunications, Steacie	88062
Giulio Malfatti	Room 065, EOB	44528
Meredith Massey	Faculty of LA&PS, 2120 TEL Building	33321
Charine Mattis	OSFS, W223, BCSS	40324
Nina Ostapchuk-Moore	Advancement Services, WOB	33642
Caroline Pahis	Sociology, Vari Hall	88715
Salvatore Paneduro	Recruitment & Marketing, BCSS	40010
Mary Polesel	Student Financial Services, BCSS	22005
Anne Ralph	Office of the Dean, Ross	55260
Luisa Robinson	Document Processing, Room W323 BCSS	33562
Amir Shah	Procurement Services, Finance	30545
Zanita Shamselarijani	Admissions, W323, BCSS	77520
Jane Skinner	SAS, Fine Arts	77346
Robin Smith	YusApuY Office, Room 065 EOB	33412
Penny Summers	Office of the Registrar, BCSS	70378
Alon Teper	ORS, York Research Tower	88763
Maria Thomas	Faculty of Education, Winters	20286
Kimberly Wilson	Academic Advising, LA&PS, Central Square	55222
Tanya Zanette	Office of the Registrar, BCSS	22425

YUSAPUY STANDING COMMITTEES:

BARGAINING

Michael Belanger	Biology, Farquharson	22655
Sandra Bell	Financial Engineering Prog. SSB	55073
Dawn Burns	Visual Arts/Art History, CFA	55533
Joanie Cameron Pritchett	YusApuY Office Room 065, EOB	33495
Wanda Hollingshead	Admissions, W322, BCSS	70361
Giulio Malfatti	YusApuY Office Room 065, EOB	44528
Fiona O'Connor *(Chair)*	Leslie Frost Library, Glendon	88272
Robin Smith	YusApuY Office Room 065, EOB	33412

COMMUNICATIONS COMMITTEE

Sharon Cicciarella	Social Science, S740 Ross Building	22760
Bruno Ritacca (Chair)	*YUELI – Room 035, Founders College*	*22941*
(2 vacancies)		

CONSTITUTION & POLICY COMMITTEE

Michael Belanger (Chair)	*Biology, Farquharson*	*22655*
Dawn Burns	Visual Arts/Art History, CFA	55533
(1 vacancy)		

GRIEVANCE COMMITTEE

Dawn Burns	Visual Arts/Art History, CFA	55533
Wanda Hollingshead (Chair)	*Admissions, W322, BCSS*	*70361*
Rachel Katz (alternate)	Department of Theatre, CFT	22213
Nina Ostapchuk-Moore (alternate)	Advancement Services, WOB	33642
Luisa Robinson	Document Processing, Room W323 BCSS	33562
Zanita Shamselarijani	Admissions, W323, BCSS	77520

YUSAPUY'S HEALTH AND SAFETY COMMITTEE

Joanie Cameron Pritchett	YusApuY Office Room 065, EOB	33495
*Sarah Carman**	(on leave)	
Sonny Day (Co-Chair)	*University Information Technology, Steacie*	*40363*
Debbie Freele	Biology, Lumbers	22655

continued on next page…

Cynthia Goodfellow	Office of Student & Academic Services, HNES	21034
Paula Gowdie Rose (Co-Chair)	c/o of YusApuY Office 065, EOB	
Jane Grant	Biology, Lumbers	22657
Caroline Pahis	Sociology, Vari Hall	88715
Tina Reddi	Faculty of Science & Engineering, Chemistry Bldg.	55312
Dan Tilling	York University Apartment Operations, CSBO	30368
Kimberly Wilson	Academic Advising, LA&PS, Central Square	55222
Tanya Zanette	Office of the Registrar, BCSS	22425

JOB EVALUATION COMMITTEE

Vivian Alfieri	Library Accessibility Services, Scott	22638
Sandra Bell (Co-Chair)	*Financial Engineering Program, SSB*	*55073*
Sylvia Bosch-Karas	Admissions, W323, BCSS	77523
Janet Brewer (Co-Chair)	*Comp. Services, 2120, TEL Building*	*33367*
Debbie Farrell	Teaching Quality, SSB	55088
Michele Francis	Osgoode, Room 021 HNES	33935
Jane Grant	Biology, Lumbers	22657
Wanda Hollingshead	Admissions, W322, BCSS	70361
Alda Lone	Social Science, Ross	77797
Mary Mamais	Chemistry, Room124 CCB	77717
Mary Polesel	Student Financial Services, BCSS	22005
Mary Riccardi	OSP-Fine Arts, CFA	77345
Diana Sargla	Office of the Master, Vanier College	77392
Sheila Sinclair	Marketing Specialization, SSB	88167

NOMINATIONS COMMITTEE

Risto Puhakka (Chair)	*OSFS, Room W223, BCSS*	*31198*
Lynn Taylor	Office of the Registrar, BCSS	77663
(1 vacancy)		

YUSAPUY DELEGATES:

Confederation of Canadian Unions (CCU)

Giulio Malfatti	YusApuY Office, Room 065 EOB	44528
Robin Smith	YusApuY Office, Room 065 EOB	33412

YUSAPUY REPRESENTATIVES:

All-University Pension Committee

Joanie Cameron Pritchett (alternate)	YusApuY Office, Room 065 EOB	33495
Giulio Malfatti	YusApuY Office, Room 065 EOB	44528

York Community Safety Council (CSC)

Paula Gowdie Rose	c/o of YusApuY Office 065, EOB	

Joint Ergonomics Committee

Paula Gowdie Rose	c/o of YusApuY Office 065, EOB	
Cynthia Goodfellow (alternate)	Office of Student & Academic Services, HNES	21034
Joanne Guidi	Faculty of Environmental Studies, HNES	22233

Parking and Transportation Advisory Council (PTAC)

Michael Belanger	Biology, Farquharson	22655

Pension Board of Trustees

Joanie Cameron Pritchett	YusApuY Office, Room 065 EOB	33495
Giulio Malfatti	YusApuY Office, Room 065 EOB	44528

Retirement Centre Advisory Board

Monica Hamilton Elliott (alternate)	Kinesiology, 341 Bethune	22703
Patrick Legris	Office of the Dean, Burton Auditorium	20885
Karen Rethoret	Biology, Farquharson	33289

Senate

Joanie Cameron Pritchett (alternate)	YusApuY Office, Room 065 EOB	33495
Giulio Malfatti	YusApuY Office, Room 065 EOB	44528

Training Program Committee

Joanie Cameron Pritchett (Co-Chair)	YusApuY Office, Room 065 EOB	33495
Giulio Malfatti	YusApuY Office, Room 065 EOB	44528
Robin Smith	YusApuY Office, Room 065 EOB	33412

In Celebrating Bebee Idem's Retirement….

As most of you know, Bebee Idems, the York University Staff Association Office Coordinator, has worked diligently on our behalf since March 1991. I have had the pleasure and privilege to work directly with Bebee since January 2000, when I became the Chair of Grievance.

I have observed Bebee for these past 12 years perform her duties with competence and compassion and a commitment to our membership that has been unwavering. She has truly been a huge asset to York University, the York University Staff Association and to all of the union officials and in-house Officers throughout her years. We are going to miss her terribly and we are truly grateful to her for her years of dedicated service.

Now, on a personal note – I have worked side by side with "Be" since the first day that I came into the YUSA Office as President. That first day, was during the 2000/2001 CUPE 3903 strike and our office was located off campus on Steeles Avenue – it was definitely an unusual start. As a 'newby", I was pretty unfamiliar with the tasks that lie ahead and I was feeling a little unsure of myself. It only took Be 15 minutes to recognize that I needed a little support – she came into my office and looked at me and told me that she knew that I could do this work and that she was looking forward to working with me. She assured me that the staff would help me find my footing and that all of this work was indeed manageable.

I must say, that although, she may not remember her words – I will never forget. It was from this moment on that I knew I was part of something bigger than myself and with her support (and of course, Ken Anderson too, who was also part of our team at this point), I felt confident in accomplishing our very large list of priorities.

Bebee has been the consistent source of support for me and for YUSA. She will be missed for sure – but, we are very excited for Be and her family as they begin this new phase of life – Imagine…Life after York!

I will miss our phone calls every morning, as she was always the first one into the office in the morning, but I know that I have made a friend for life and I know that she has a phone at home too!

Joanie
XO

YUSA AGM 2011

(From left to right) Jane Grant, Al Scragg, Bebee Idems Joanie Cameron-Pritchett, Jim Streb

Photo courtesy of Janet Brewer

Bebee's (B's) farewell message

Dear YusApuY members,

As you probably know by now I will be retiring from YusApuY effective June 1, 2011. I wanted to take this opportunity to THANK all of you who have called, dropped by or sent me e-mails wishing me joy and happiness in this next phase of my life.

To all of you, and you know who you are, who were going to tie me to my chair; cancel my retirement; wanted to cry because I was leaving and who openly said "I love you"….. DITTO!

Working at YusApuY for 20+ years have been quite the experience for me. Although busy, I enjoyed my job immensely. It gave me the opportunity to meet some very wonderful people… I wouldn't trade this time for all the tea in China.

I know that we all make commitments when we leave that we will come back to visit, but don't. No guarantees, but I hope I don't fall into this group. I did, however, promised Joanie that I will at least come back for the BBQs as this will give me a chance to see all of you at the same time. Not this year though, as I will not be in Canada for most of June, but next year, I promise!

I also want to extend a special thank you to;

Jane Grant - for taking a chance and hiring me. This enabled me to meet all you wonderful people.

Jim Streb – my years working with you were enjoyable and I felt valued. You treated me with respect and your calm demeanor certainly helped.

Al Scragg – although I only worked with you for 1 year it was a rewarding experience.

YusApuY Office Staff

Elizabeth Sankar – your calming presence has made it so easy to work with you. Keep up the good work! YusApuY is lucky to have you.

Kerrianne Brown – your energetic, bubbly personality fit is so perfectly with part of what you do in helping to whip YusApuY members in shape, including me! I will miss you!

Robin Smith – although you have only been physically working in the YusApuY office for a short while, I have known you forever. I am glad that I got the chance to actually work with you. It has been a pleasure.

Giulio Malfatti – the only male in a female dominated office. This takes great courage... but seriously, you were always there for me and the rest of us in the office. Thank you for this.

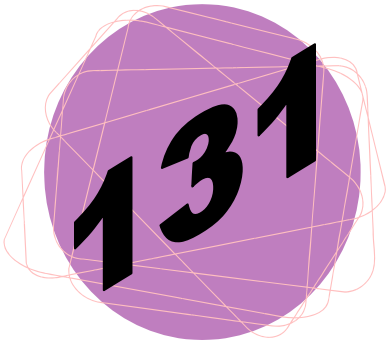
Joanie Cameron Pritchett – what can I say about you. Words fail me. Working with you was the most rewarding experience I have ever had. You treated me as an equal and valued my opinion (which I must say I had quite a few)! We have also forged a wonderful friendship and I will certainly miss our daily conversations. The last few years were difficult ones for me as I lost a few close family members, but your personal support during this time made coping a little easier.
Your dedication and commitment to this membership is remarkable as you battle with York on a regular basis on their behalf. YusApuY members are so lucky to have you at the helm.

And finally, to past and present Executive Board members; thank you for all your encouragement and support.

Sincerely,

Bebee Salma Idems

GOODBYE & THANK YOU!



NEW MEMBERS

From April 2011 to April 2012

Elli Abaei
Mary Abdelsayed
Shazma Abdulla
Christopher Alfonso
Victoria Anderson
Hugh Anderson
Kate Armstrong
Shelagh Audette
Tejnauth Autar
Natalia Axentiev
Alin Balan
Akshay Bali
Melesa Beharry
Sandeep Bhardwaj
Jaspreet Bhatthal
Michael Bianci
Paulo Bittencourt
Jesse Boles
Kotoma Bouabane
Cathy Boyd-Withers
Anna Bozzelli
Cristina Bregar
Reagan Brown
Lisa Bunker
Amin Buskan
John Carss
Sairam Chinnam
Kashbu Chokshi
Joanne Chung
Laurie Cormack
Mayolyn Dagsi
Ning Dai
Laura D'Amelio
Briar Del Buono
Alicia Di Stephano
Adam Diprospero
Phuong Do
Sean Donaldson
Antonetta D'Urzo
Sky Fairchild-Waller
Catherine Federico
Tara Fernandez
Sherin Fernando
Steven Figueiredo
Audaisha Franks
Romona Frial-Brown
Janet Friskney
Danielle Hammond
Sarah Harden
Vanessa Harper
Dave Harris
Delwar Hossain

Janet Howarth
Denise Jagdeosingh-Martinez
David Jagnandan
Jolene John
Erin Jones
Jackie Jonstone
Paulina Karwowska-Desaulniers
Vima King
Stacy Konatowski
Jacob Korczynski
Jessica Kubin
Betty Kung
Dale Lablans
May Flor Lacse
Erin Langford
Hong Kiu Leung
Ada Lika
Stephen Livingston
Jeannine Lucero
Lysander Lui
Lindsay MacAdam
Nadya Martin
Nicola Martin
Amy Mayor
Melanie McLean
Matthew Miller
Laurie Mobilio
Balasubramani Mohanasundraram
Flannery Muise
Erika Mulder
Kenia Navas
Nicole Nivillac
Mary O'Brien
Michael O'Reilly
Helen Papacharalambous
Rita Parente
Lina Park
Nilan Perera
Ronald Polking
Amy Poon
James Poremba
James Pratt
Ella Purisman
Sujivany Rajaratnam
Alisha Rajwani
Louise Resendes
Rhoda Reyes
Chenale Reynolds
Rachel Ricer
Mary Mina Saad
Salma Saadi
Samira Salhan
Paul Santos
Elizabeth Schippers
Madu Sehgal
Elana Selevko
Henry Shephard
Jennifer Snider
Scott Sorg
Danielle Stein
Alexandra Stevenson
Falesha Szauter
Angnieszka Szelag
Jillian Thomas
Jason Tikaram
Maria Toney

Vlad Turda
Nancy Umphrey
Sara Van Rody
Michael Wallace
Kay Wan-Kay Li
Breanne Whitwell
Grzegorz Woloszyn
Victor Wolters
Georgette Wong-Sak-Hoi
Maxwell Wynter
David Xie
Qun Xu
Emily Zhang

PRESIDENT'S REPORT

Since our Convention in October 2011 in Toronto, Ontario, the CCU/CSC has continued its highly successful outreach and visibility campaign, assist affiliates with education campaigns, and attract new interest in the organization.

As President, I am continuing to make contact with interested unions and foster relationships and network with groups that have already demonstrated interest.

There are a **huge number** of new possibilities and opportunities. The most difficult part of this process is that full-time officers are working voluntarily on the work of the CCU/CSC. There is never enough time in the week to accomplish the goals that we have set alongside with our paying jobs and family lives. I am certain the CCU will welcome new affiliates during the next 18 months, but it will take all of that time and much effort to achieve this.

It's an enormous opportunity for us at this time, considering the backlash against the larger unions, and the increasing dissatisfaction of workers everywhere from government cutbacks, attacks on working conditions and growing inequality.

From recent events in Canada and around the world, we know that millions of workers are interested in real change and taking action to improve their own lives. Yet they are looking for an organization that have the experience and resources to do so.

This is where the CCU/CSC and its affiliates come in. Our union is exactly what working people across our country are looking for, a democratic and participatory organization where members aren't observers, but real **participants** who have the ability to change their working lives for the better.

Workers want to feel valued in their workplace and have a sense of belonging within their union. They want to believe in their union leadership, and the CCU/CSC has an established reputation for upholding the values the other labour centrals' only espouse. There is a big difference between being self-righteous and self-reverent. I am very proud to serve this organization in the capacity of President and I believe fundamentally in our work and our core values.

It isn't difficult to talk about the accomplishments of the CCU/CSC, the benchmarks we have established, and the goals we are working towards. What has been difficult is convincing potential affiliates that we are who we say we are. Yet I have no doubt this will come in time – and sooner than we think.

The CCU/CSC is at the forefront of an independent and democratic labour movement in Canada that puts members first. It is this kind of labour movement, along with the struggles of millions of workers throughout our land, that one day will create a society that the founders of our union dreamt of – and believed in so strongly – decades ago.

THE CONFEDERATION OF CANADIAN UNIONS
4700 Keele Street, Room 065, East Office Building
Toronto, ON M3J 1P3

416.736.5109
contact@ccu-csc.ca
www.ccu-csc.ca

UNIT 2 UPDATE:
WHAT IS HAPPENING ON THE PAY EQUITY FRONT?

Unit 2 members are demanding their rights under the Pay Equity Act. They are right to do so. This bulletin will update you on the status of this prolonged process.

Under the Pay Equity Act, employers like York are required to evaluate jobs on the basis of skill, effort, responsibility and working conditions and to ensure that female jobs (those that are predominantly occupied by women) are paid correctly in comparison with male jobs. In Unit 1 at York, this process was implemented many years ago and is being maintained under our collective agreement and our joint job evaluation committees. Employer records regarding rates of pay and job evaluations are easily accessible and formally organized and tracked.

Unit 2 is a different story. Unit 2 members have historically been hired directly through departments or through a central hiring agency. Unfortunately, the University's record keeping process about rates of pay and job duties for Unit 2 members has been deeply flawed. YUSAPUY is determined to rectify this problem and has been engaged with the University in trying to negotiate a comprehensive analysis of the work of Unit 2 members and how they are hired and paid.

Many of you were asked to fill out questionnaires to determine your job duties. Then, these job duties were evaluated by a joint committee to serve as benchmarks for the evaluation of other, similar jobs in Unit 2. Regrettably, this process has taken a very long time. The major hurdle YUSAPUY faces is the lack of proper records for some jobs and the manner in which these jobs are filled.

YUSAPUY is seeking a comprehensive method of comparing jobs to achieve pay equity, and to resolve the collective agreement. YUSAPUY and the University have exchanged proposals in an attempt to get the job done.

At this point, YUSAPUY awaits a response from York on its most recent proposal.

We hope to ensure that your wages reflect the value of your work. We also seek to fix the problems with how people are hired, and the record keeping required to keep track of assignments and rates of pay.

If we cannot resolve this through a negotiated plan, the Pay Equity Commission will be contacted to assist in helping us achieve pay equity for Unit 2. Pay Equity rights are human rights.

If you have questions about your job, your rates of pay, and what pay equity means to you, please contact YUSAPUY. Further updates on this process will follow soon.

HEALTH AND SAFETY

DID YOU KNOW?

Paula Gowdie Rose

Here are bits and bite sized information relating to occupational health and safety, workplace accommodations and the workplace in no particular order.

…….As a member of a union, you have the ***right to representation*** *by union officials in any meeting with the Employer? (Section 74, Ontario Labour Relations Act).*

……the Ontario Labour Relations Act (OLRA) governs labour relations in the workplace?

….YUTA employees and YUSAPUY-2 employees are also members of YUSAPUY?

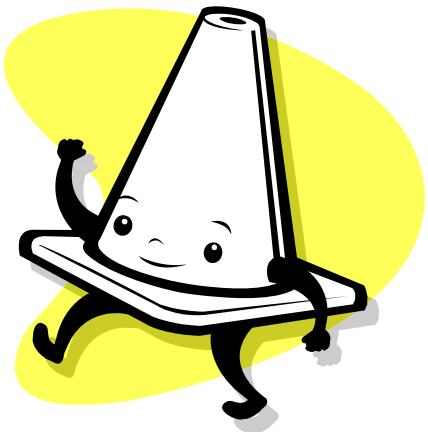
…..Section 72 of the Workplace Safety and Insurance Act (WSIA) requires that incidents/accidents/injuries that occur in the workplace be reported by the employer to the Workplace Safety and Insurance Board (WSIB) within seventy-two (72) hours?

…..that musculoskeletal injuries (MSDs) or repetitive strain injuries are the second leading cause for workplace injuries? This statistic is also true for the injuries reported at York University.

…..you can dial x22401 (CSBO Dispatch) to report any maintenance issues that you are aware of? For example, a toilet is overflowing, slippery sidewalks, a door is hanging off its hinges, coffee spill in the hallway, etc.

…..you are able to ***PULL THE FIRE ALARM*** *– if you see smoke; if you see fire and for a medical emergency, e.g., a person having a seizure?*

…..the union is not only your bargaining agent for working conditions in the workplace, it is also your resource for information, support and resolution of issues that arise in the workplace?



Sensitivities to Scents in the Workplace

Submitted by a YusApuY Member

I may be your office mate or colleague, occupy an office beside you, or down the hall. Perhaps we see each other at meetings from time to time. Maybe you stop by my office space every now and again. You may think I seem like everyone else, but I am not. I have a disability—an invisible one.

I have *Multiple Chemical Sensitivity (MCS).*I'm allergic to many chemicals used in everyday life, and especially those used in scented products. Multiple Chemical Sensitivity can be very serious, and debilitating. It is recognized as a disability under the Canadian and Ontario Human Rights Commissions.

I'd like to tell you a bit about Multiple Chemical Sensitivities – the symptoms, the causes, and the suggested treatment. Symptoms include:

- Difficulty breathing, asthma
- Irregular or rapid heartbeat
- Migraines, headaches
- Vertigo; impaired balance
- Blurred vision; burning/stinging eyes
- Sensitivity to light and noise
- Sensitivity to electromagnetic fields
- Nausea; flu-like symptoms
- Gastrointestinal problems; digestive upset; abdominal pain
- Sinus problems; sore throat; cough; runny nose
- Skin rashes or itchy skin
- Aching muscles and joint pain
- Numbness; tingling, twitching
- Memory loss; short-term memory problems; disorientation
- Dizziness and fainting
- Sleeping problems
- Mood disturbances; depression; anxiety/irritability
- Chronic/extreme fatigue; lethargy

Quite a list, isn't it? And it's not a complete one. Symptoms can be provoked by even minute amounts of a substance being inhaled, or absorbed through the skin.

What kinds of things can cause reactions? Many, but since a number of us on campus require fragrance-free environments, I'll focus solely on some of those substances:

- Perfumes, colognes, aftershave, deodorants
- Scented soaps, body washes, shampoos, hair gels, mousses and other personal hygiene products
- Hand and body lotions, sunscreens, cosmetics
- Clothes detergents and fabric softeners
- Air fresheners, like plug-ins or sprays, potpourri

In order for me to survive in the workplace, others may be asked not to wear scented products. The request can come from management, management and union jointly, or from me after discussion with management. Reactions vary from empathetic and understanding to refusal to comply-even after knowing that I can become ill due to a lack of cooperation. The air at work is considered shared, not personal air, so these instances usually have to be dealt with by going up the chain of command.

Most people react kindly, but lack knowledge about MCS, so I'll hear comments like:

- I only put a little on today
- I put it on hours ago
- You can't even smell it
- I'll only be a second (as they dash into my workspace to give me something and then dash out)
- I'll stand over here

It only takes a teeny amount, and a fleeting exposure, to get a reaction. The smell may no longer be apparent, but the chemicals cling to you, drift in the air, and remain where you've been long after you've left. Whether you stand close or far, it's exposure, and detrimental to an MCS sufferer.

The request that you go scent-free is not personal.. It is a request so that people like me with sensitivities to scents can remain healthy and continue to function at work (and in society) like everyone else. It's about human rights, and accommodating persons with disabilities. I realize and appreciate that it is a difficult request, may cause inconvenience, and requires you to change the way you do things.

MCS sufferers, apart from having to deal with the disability, and others' reactions, can feel ostracized, and isolated. Yes, you're being asked to find alternate products to use at work, but perhaps stop for a minute and consider how lucky you are. You may no longer be able to wear your favourite hand lotion to work, but you're able to do things that many Multiple Chemical Sensitivity sufferers cannot:

- Take public transit (buses, trains, planes)
- Go on vacations
- See movies
- Go shopping
- Go to restaurants
- Go to work
- Leave the house

I don't want to end up like those people reported about in the papers – trapped in their homes, no longer able to leave or function in society. There is no cure for Multiple Chemical Sensitivities. The suggested treatment is avoidance. And that's where you come in, hopefully a bit more knowledgeable about MCS after having read this article.

Information about fragrance-free accommodation can be found at the Department of Health & Safety website at http://www.yorku.ca/dohs/index.htm In addition, an article written by Paula Gowdie Rose, and previously published in the 2009 Spring YUSAPUY Newsletter has been reprinted by request in this edition of the Newsletter – see the following article entitled "Scents in the Workplace."

I've left this article unsigned so that the focus is on understanding and dealing with disabilities and accommodation. A signature line doesn't matter, but what does matter is how you react when you are informed that an employee in your workspace has sensitivities to scents.

Scents in the Workplace

Paula Gowdie Rose

This article was originally published in the 2009 Spring YUSAPUY Newsletter, and is being re-printed by request. I am aware of another article in this edition of the Newsletter that is written from the perspective of a worker who experiences sensitivities to scents in the workplace – *Sensitivities to Scents in the Workplace*. Please take the time to also read this other article.

Foreword

The following text was written in response to queries from a YUSAPUY member about scents in the workplace. Since this issue occurs often in the workplace and is relevant to many of us, the text was modified so as to remove any personal references and to make it relevant to the general membership.

The term ***scented products*** applies to a wide range of products, e.g.,

- perfumes, colognes, after shave
- laundry products: clothes softeners, laundry detergents
- hair products, e.g., shampoos, conditioners, gels, hairspray
- solvents such as carpet glue, paints
- household and industrial cleaners, e.g., Windex, Swiffer, bleach, disinfectants
- personal effects: deodorants, hand sanitizers, sunscreen, etc.

In other words, any product that is *chemically* formulated.

Scents may also be produced in the workplace in other ways. For example, body odour (yes!), food or cigarette smells on clothing and flowering plants, etc.

If you have questions about scents in the workplace, please do not hesitate to contact me (gowdpa@yorku.ca) or any of the members of the YUSAPUY Health and Safety Committee (see the Who's Who section in this newsletter).

Yours in solidarity!

Generally speaking, individuals are able to dress and maintain lifestyles according to their preferences. These behaviours, however, will likely have to be adjusted in the workplace for various reasons, including:

- some workplaces have explicit policies around dress codes or other types of behaviour
- workplaces have attached to them a set of implied expectations that may not be verbalized. For example, it would be greatly frowned upon for a York employee who is meeting with clients on a daily basis to come to work with a disheveled appearance, e.g., in tattered, soiled jeans with matted hair, etc.
- the workplace is "shared space" - not personal space. As a result employees may have to adjust their personal preferences in order to co-exist with other employees in ways that can be managed and are hopefully fair

"Fairness" is not something that is consistently perceived and/or implemented across the board. Hence, the development of legislation, policies and procedures in the workplace. The Ontario Occupational Health and Safety Act, Human Rights Code, Employment Standards are only a few examples. Furthermore, through the labour movement, unions were formed to advocate for acceptable working conditions on behalf of "the collective" of employees, hence "Collective Agreements".

Scents in the workplace is a very difficult issue to manage, but it can be done. Furthermore, if it is not managed well, it can have an adverse impact on employee relations in the respective units.

York University does not have a Scent Policy, therefore, generally speaking, wearing scented products in the workplace is not prohibited. However, York University falls under the Ontario Occupational Health and Safety Act, and as such, is required to provide a safe working environment for ***all*** its employees. While there is no firm policy, a guideline has been provided by the York administration (http://www.yorku.ca/dohs/doc/GuidelinesNotices/ScentedProducts/scentedproducts.htm), and the administration has resolved to respond to situations on a case by case basis.

This issue of scents in the workplace is of extreme importance for individuals who may have respiratory sensitivities, and respiratory sensitivities fall along a continuum. For example, there are employees who may be able to tolerate a particular scent but others for whom the same scent will cause them to faint or at the most extreme level cause excessive stress on the respiratory system to lead to cardiac arrest. Respiratory sensitivities can be debilitating - a matter of life or death.

Oftentimes, the classification of products may be misleading. For example, some products have been classified as ***hypoallergenic***, and this classification is widely accepted to mean that the product will not cause an effect. This, however, this is not necessarily the case. According to Dictionary.com, the word hypoallergenic means:

> *designed to reduce or minimize the possibility of an allergic response, as by containing relatively few or no potentially irritating substances* (http://dictionary.reference.com/browse/hypoallergenic).

In other words, *hypoallergenic* does not mean that the hypoallergenic product will *never* illicit allergic responses from

everyone who is exposed to it, just merely that the risks of allergic response is smaller than to a non-hypoallergenic product.

It cannot be overstated that regardless of the classification of the product, if an individual has a respiratory sensitivity to a chemical that was used in the formulation of the product, it will cause an effect for that individual regardless of the amount that is used or the location of that person in relation to someone who may be wearing the product.

Employees in various areas may be asked to refrain from using scented products. This is normally done when someone who works in the area has self identified to their manager as having respiratory sensitivities.

Since safety in the workplace is a right, as well as a responsibility, for all employees, managers will require that environments are scent free so as to reduce the risk of exposure to allergens in the environment for all employees. While one individual may have self identified as having respiratory sensitivities, many of us often are not aware that we have such sensitivities until we are exposed to certain scents. Furthermore, given that employees share the workspace for eight (8) hours each day, this could mean long term exposure to particular scents. If an employee did not have a respiratory sensitivity in the past, continuous exposure to scents could conceivably cause that person to develop sensitivities over time. If this were to happen, employees would fall ill in the workplace and employers would be held liable for allowing this to happen.

Under the Ontario Occupational Health and Safety Act, employers are primarily responsible for ensuring a healthy and safe workplace. Employees also have a responsibility in this mandate. Primarily, this is to work in such a way so that their safety, as well as the safety of their colleagues, is not jeopardized. This includes (Section 28, Ontario Occupational Health and Safety Act - http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o01_e.htm):

- using personal safety equipment as required
- using machinery and equipment in a safe way
- not using horseplay in the environment that could jeopardize health and safety in the workplace
- complying with health and safety policies, programs and procedures in the workplace

If you are being exposed to scents in the workplace, and believe that your health is being compromised, the following are options that are available to you:

1. inform your manager, preferably in writing, if possible (i.e., email). It is ***not*** recommended that you approach any of your colleagues who you believe may be contributing to the circumstances
2. consult with a member of the YUSAPUY Health and Safety Committee
3. under the Ontario Occupational Health and Safety Act you have the right to refuse unsafe work if the circumstances persist – *there is a particular process that must be followed*. If you choose to invoke this right, speak with a member of the YUSAPUY Health and Safety Committee ***prior to*** doing so
4. you may also contact the YUSAPUY office and, depending on the circumstances, a grievance may be initiated on your behalf

Should an employee persist in wearing or using scented products in the workplace that will affect an individual who has a respiratory sensitivity, several outcomes are possible and could include:

1. the affected employee could call either a 7.07 meeting or a meeting under article 18.13b of the YUSAPUY Collective Agreement where the repeated effects of scents in the workplace and the seemingly continuous contravention of the Ontario Occupational Health and Safety Act will be discussed
2. this could then escalate to YUSAPUY initiating a grievance on behalf of the affected employee against the manager of the respective area because the manager had not ensured the individual's health and safety in the workplace
3. furthermore, the employee who continues to wear or use scented products could open him/herself to a potential reprimand and/or more serious consequence for not complying with the scent free instruction of their manager and for knowingly jeopardizing the health of another employee
4. other consequences could include a workplace full of tension and possibly ruined relations between the individuals who work in the area

While I understand individual rights, when dealing with issues in the workplace, we must remember that we share the space with our colleagues. It is imperative that everyone in the workplace is treated with respect and dignity. Furthermore, we must remember that none of us are exempt from the law. Moreover, as YUSAPUY members, we need to remember that we stand as a collective – we are not required to love every aspect or quality of each individual, but we must acknowledge our humanity and that we all have a responsibility for each other.

DO YOU NEED ACCOMMODATION IN THE WORKPLACE?

- Are you disabled?
- Have you recently been injured or suffer from an old injury that affects your ability to work?
- Have you been injured in the workplace?
- Are you in contact with the ***York Employee Well Being Office (EWO)*** or the ***WSIB***?

KNOW YOUR RIGHTS!

The Ontario Human Rights Code *provides for equal rights and opportunities, and freedom from discrimination* in the workplace.

GET THE FACTS - Contact the YUSAPUY office:
Telephone: 416-736-5109 | Fax: 416-736-5519
Email: yusapuy@yorku.ca

We Are In This Together

Paula Gowdie Rose

Having been involved with working with YUSAPUY members over the last fifteen (15) years, I am sometimes disturbed by how we treat each other, particularly in cases of workplace accommodation.

YUSAPUY members all belong to this collective called YUSAPUY. In the language of the labour movement we are all "brothers and sisters". "Brothers and sisters" belong to a family, a community, a social network and support system based on certain principles, practices. Brothers and sisters may have disagreements but at the end of the day, brothers and sisters are there, or ought to be there, to support each other. This is not always obvious among YUSAPUY members.

Under the Ontario Human Rights Code (at http://www.ohrc.on.ca/en/issues/disability) we – you, me – have the right to be accommodated in the workplace by the employer with respect to disabilities or medical conditions. What does this mean? It means that any employee with a disability – whether or not it occurred in the workplace or elsewhere – has the right to continuous, meaningful work that supports a life of dignity.

I acknowledge that workplace accommodations are often not *managed* well, and as a result this sometimes leads to colleagues turning on each other or mistreating each other. This sometimes results in other employees in an area where an employee is being accommodated feeling that they are not being treated fairly or that the accommodated employee is being given "special treatment".

While it is not required, nor necessary, for employees to be informed of the minute specifics about workplace accommodations, and sometimes the name of the person being accommodated, it is important that some form of *GENERAL* communication be provided to employees in a unit when an employee is being accommodated in the workplace. This is often not done by management.

When workplace accommodations are not managed well, it can result in a poisoned environment where the accommodated employee is gossiped about, assumptions are made, negative relations develop, and the employee is alienated and made to feel like an interloper. At times, it may even lead to increased stress for that accommodated employee who no longer feels welcomed and whose medical condition is worsened by working in a poisoned environment.

Under the Ontario Occupational Health and Safety Act (OHSA), employees have the right to work in a safe and healthy environment – an obligation that is primarily the responsibility of management but employees also have responsibilities in this regard. Moreover, employees must work safely in the workplace not only for themselves but also in ensuring that how they work does not jeopardize the safety or health of their colleagues.

Additionally, the OHSA was amended in 2009 to include Bill 168 – provisions relating to ***violence*** and ***harassment in the workplace***. Gossip, uttering negative comments, poor treatment of employees, creating and contributing to a poisoned environment may be construed as harassment and could result in the initiation of grievances against the manager by YUSAPUY on behalf of that employee. Employees contributing to the poisoned environment could also be disciplined by management.

Notwithstanding all of the above mentioned, we have responsibilities to not only treat each other respectfully and with dignity but to work together in a cooperative manner in this workplace. We may have disagreements, we may not always understand circumstances or what may have transpired but we were hired to complete certain work tasks most often in team environments. If employees are not able to do so, it could mean the difference in maintaining or losing continuous employment. Most importantly, how we treat each other reflects not only on us as individuals but also on us as a collective – YUSAPUY.

An employee who is being accommodated is dealing with many and various issues that you may not be aware of. Disabilities or medical conditions are not deliberately

brought on by employees – these are issues that are normally beyond anyone's control.

Employees want to work, want to be able to work as they did before the onset of disabilities – a source of frustration. Losing abilities, whether short term or long term, presents huge psychological concerns for the affected employee. Not to mention concerns re finances, being able to continue to pay bills, take care of their families and maintain their lifestyle while managing their health. They should not also have to deal with gossip, unfair accusations, and petty behaviour when they are in the workplace.

I recognize that colleagues may feel "put upon" in these types of circumstances. After all, if employee A is not able to perform certain duties, those duties will most likely be redistributed among other employees in the area by their manager.

In spite of this, it is up to us to rise above poorly managed situations in the workplace, and one good way of doing this is to put ourselves in the shoes of an employee who is being accommodated in the workplace. *What if it was me? How would I feel?*

How can you/we help? Employees being accommodated in the workplace are the same colleagues they were before with the only difference being that an ability has changed, and, e.g., they are not able to conduct specific tasks for a period of time or on a permanent basis. Continue to treat this employee as you did before the accommodation. Remember the Golden Rule: *Treat others as you would like to be treated*? Do not isolate or alienate this employee. Ensure as much as practicable that this employee is included in departmental activities. Assist as requested by your manager, and work with your colleagues to get the work done. If you find that workload is becoming more of an issue than ever before, this is something that needs to be addressed with your manager!

Just think…this very employee who we are supporting today may very well be the same employee who will support us in a future workplace accommodation/situation!

Let's pull together YUSAPUY and support our own!

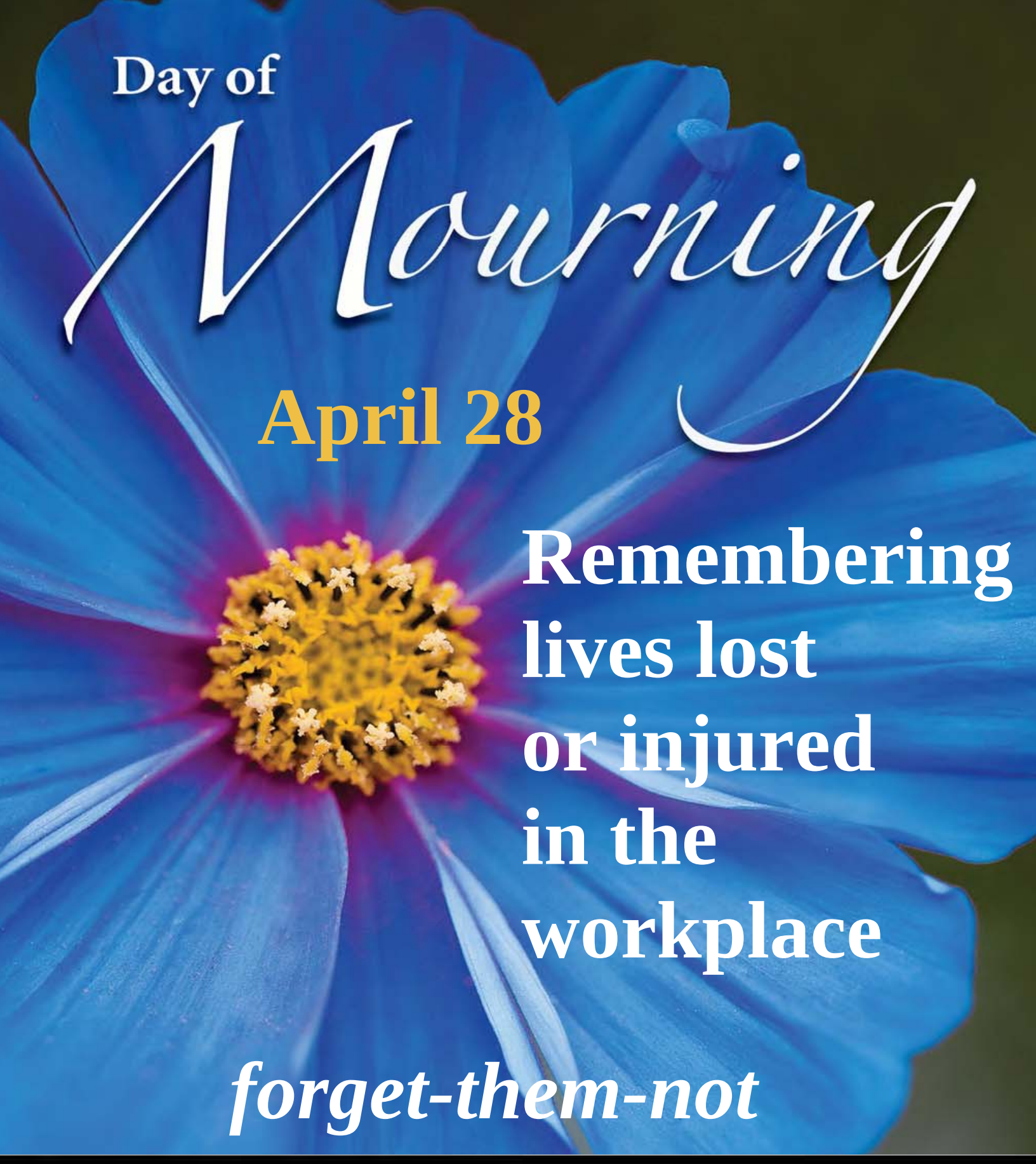
Who are involved in workplace accommodations? *The manager of the affected employee, the employee being accommodated, YUSAPUY and the Employee Well Being Office (EWO) are the only workplace contacts that are privy to the specifics of a workplace accommodation. In some cases, WSIB or SunLife (long term disability) may also be involved.*

Diagnostic information*, i.e., the actual name of a medical condition, e.g., Diabetes, should not be shared with managers. There may be certain conditions under which this information will be required – please ensure that YUSAPUY is included in this discussion. If diagnostic information is required, it should only ever be submitted to EWO.*

Medical information*, e.g., doctor specified restrictions, etc., can be verbally shared with your manager, however, this information is submitted to the EWO.*

Your medical information is protected under the Freedom of Information and Protection of Privacy Act and should be safeguarded as much as possible in the workplace. The FIPPA requires that units such as the EWO are charged with handling medical information in the workplace in a prescribed manner.

Employees are cautioned on discussing medical information in the workplace.



CCOHS
Canadian Centre for Occupational Health and Safety

1-800-668-4284 www.ccohs.ca

2012
DAY OF MOURNING

ONTARIO-WIDE EVENTS

Workers Health & Safety Centre

www.whsc.on.ca
1-888-869-7950

South Central Ontario (HAMILTON)

Brantford & District Labour Council

Saturday, April 28, 2012, 11:00 a.m.
Fordview Park, Brantford
Speakers: Mayor Chris Friel
Wally Lucente, Office of the Worker Advisor
Contact: Gary MacDonald, President, BDLC (519) 753-9142

Guelph & District Labour Council

Saturday, April 28, 2012, 1:00 p.m.
Goldie Mills Park, Guelph
(corner of Cardigan & Norwich)
Refreshments will follow.
Guest Speakers: Mayor Karen Farbridge & Speakers from Labour and the Community
Contact: Guelph & DLC (519) 823-1030

Hamilton & District Labour Council

Friday, April 27, 2012

McMaster University, **12:30 p.m.**
(Flagpoles central campus)
Contact: Jim McAndrew, safety@cawlocal555.ca

Saturday, April 28, 2012

Hamilton City Hall, **10:30 a.m.**
Council Chamber, 2nd floor
(weather permitting, a procession to the monument for a moment of silence and laying of the wreaths)
Luncheon immediately following the ceremony in the 2nd floor lobby.
Guest Speaker: Nancy Hutchison, OFL Secretary-Treasurer
Contact: Mary Long (905) 547-2944

Niagara Regional Labour Council

Saturday, April 28, 2012

Town of Fort Erie, 9:00 a.m.
Fort Erie Town Hall, HWY #3 at the Monument
Contact: Heather Kelley (905) 993-2078

City of Port Colborne, 9:00 a.m.
HH Knoll Park at the Monument, Sugarloaf Street
Speaker: John Perquin
Contact: Jim Pasel (905) 658-0252

Niagara-on-the-Lake, 9:00 a.m.
Centennial Park Arena, Four Mile Creek Road, Virgil
Contact: Bruce Allen (905) 934-6233

City of Niagara Falls, 10:00 a.m.
Niagara Falls City Hall, 4310 Queen Street
Contact: Heather Kelley (905) 993-2078

City of Welland, 10:00 a.m.
Merritt Park at the Monument, King Street
Contact: Bob McCallion (905) 735-4223

Port Robinson, 11:00 a.m.
Esquire Explosion Site, 125 South Street North
Contact: Jim Pasel (905) 658-0252

St. Catharines, 11:00 a.m.
The Workers' Monument,
Government Road beneath St. Catharines' Skyway
(In memory of those workers who died during a construction project on the Skyway.)
Contact: Bruce Allen (905) 934-6233

Thorold, 12:00 noon
Niagara Region Headquarters, 2201 St. David's Road, Thorold
Dedication of the new Day of Mourning Monument.
Speaker: Sari Sairanen, CAW Director of Health & Safety & the Environment
Contact: Bruce Allen (905) 934-6233

St. Catharines, 2:00 p.m.
Merrit Park Monument, St. Paul Street West at Burgoyne Bridge
St. Catharines
Contact: Bruce Allen (905) 934-6233

Oakville & District Labour Council

Saturday, April 28, 2012, 2:00 p.m.
The Workers Memorial, Oakville Public Library, 120 Navy Street (corner of Navy and Lakeshore)
Guest Speaker: John Watson, OSSTF #20
Contact: Dave Millar, President, ODLC (905) 844-9451

Waterloo Regional Labour Council

Saturday, April 28, 2012, 10:30 a.m.
Riverside Park, Cambridge (Preston); at the CAW Monument (King St. entrance)
Refreshments will follow at the CAW National Office, 5 Executive Place, Kitchener
Guest Speakers: From Labour and the Community
Contact: Mike Devine, WRLC (519) 573-7992

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2012
DAY OF MOURNING

ONTARIO-WIDE EVENTS

Workers Health & Safety Centre

www.whsc.on.ca
1-888-869-7950

Eastern Ontario (OTTAWA)

Cornwall & District Labour Council and Community Partners

Friday, April 27, 2012, 11:45 a.m.
Lamoureux Park, Monument Site, Cornwall (west of the Clock Tower)
Lunch is provided following the ceremony
Contact: Elaine MacDonald (613) 938-7763 or
Diane Besner (613) 363-2515

Kingston & District Labour Council

Saturday, April 28, 2012, 12:00 noon
USW Union Hall, Greenridge Plaza
105 Sutherland Drive, Suite 7, Kingston
Lunch is provided following the ceremony
Contact: Lisa Marion (613) 634-2609 or
Rolland Seguin (613) 691-1703

Lanark District Labour Council

Friday, April 27, 2012

Perth, **12:00 noon**
Crystal Palace (across from the library)

Saturday, April 28, 2012

Smiths Falls, **11:00 a.m.**
Memorial Park (Cenotaph)

Contact: Danny Whitmore (613) 283-4834

Ottawa & District Labour Council and Canadian Labour Congress

Saturday, April 28, 2012, 12:30 p.m.
Vincent Massey Park, Ottawa (Entrance on Heron Road at Riverside Dr)
Fundraising BBQ will follow the ceremony
Contact: ODLC (613) 233-7820

Renfrew & District Labour Council

Saturday, April 28, 2012

Pembroke, **10:00 a.m.**
Pembroke Marina

Renfrew, **12:00 noon**
O'Brien Park

Contact: Marian Fraser (613) 432-6528

South Western Ontario (SARNIA)

Chatham/Kent Labour Council

Saturday, April 28, 2012, 11:30 a.m.
Monument for Workers Killed or Injured at Work
In the park across the street from the Thames-Lea Shopping Plaza, Grand Avenue West, Chatham
The Labour Council will be providing some snacks and refreshments for participants.
Contact: Labour Council office (519) 351-6621

Grey-Bruce Labour Council

Friday, April 27, 2012

Owen Sound, **10:45 a.m.**
City Hall, 808 2nd Avenue East, Owen Sound
Speakers: Local Community and Labour Speakers
Contact: Brad Drake, campaign@unitedwaybg.com or
(519) 376-1560

Hanover, **11:00 a.m.**
Heritage Square, Hanover
Speakers: Local Community and Labour Speakers
Contact: Hazel Pratt-Paige (519) 379-4300

Monday, April 30, 2012

Kincardine/Tiverton, **10:30 a.m.**
Bruce Power Corporate Training Centre, Building 10, Tiverton
Speakers: Local Community and Labour Speakers
Contact: Dave Trumble (519) 386-0725

Huron District Labour Council

Sunday, April 29, 2012, 1:00 p.m.
Workers Monument, top of North Harbour Road, Goderich
(across from the Historic Gaol)
Guest Speakers: Local Community/Labour Speakers
Contact: Jim Vance (519) 524-5036

London & District Labour Council

Saturday, April 28, 2012, 10:00 a.m.
Tolpuddle Co-operative Common Room, 380 Adelaide St. N., London
Light lunch to follow the service
Guest Speakers: Len Elliott, Chairperson, LDLC H&S Committee
Patti Dalton, President, LDLC
Irene Mathyssen, MP for London Fanshawe
Teresa Armstrong, MPP for London Fanshawe
Contact: LDLC (519) 432-3188 or ldlc@execulink.com

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2012
DAY OF MOURNING

ONTARIO-WIDE EVENTS

Workers Health & Safety Centre

www.whsc.on.ca
1-888-869-7950

Oxford Regional Labour Council
Saturday, April 28, 2012, 11:00 a.m.
Clock Tower, Broadway Street, Tillsonburg
Guest Speakers: Municipal & Labour Council Representatives
Contact: Broderick @ (519) 421-5938

Sarnia & District Labour Council
Victims of Chemical Valley, Occupational Health Clinics for Ontario Workers, and Workers Health & Safety Centre
Saturday, April 28, 2012, 10:00 a.m.
Missing Workers Memorial, Centennial Park, Sarnia
Guest Speakers: Dr. Arthur Franks, MD PHD, Drexel University, School of Public Health
Local Community/Labour Speakers
Contact: Penny Jakubowski (519) 542-2375

St. Thomas & District Labour Council
Saturday, April 28, 2012, 10:45 a.m.
Pinafore Park Pavillion, Elm Street, St. Thomas
Guest Speakers: David Kerr, President, SDLC
Local dignitaries
Contact: Joe Mountenay (519) 319-3770

Stratford & District Labour Council
Saturday, April 28, 2012, 10:30 a.m.
Upper Queens Park, Bandshell, Queens Park Drive, Stratford
Unveiling DOM Monument
Guest Speakers: Alec Farquhar, Managing Director, OHCOW
Sid Ryan, OFL President
Mayor Dan Mathieson
Local Community/Labour Speakers
Contact: Kim Kent, trueleft@rogers.com

Windsor & District Labour Council
Saturday, April 28, 2012, 2:00 p.m.
International Ceremony and March near the Ambassador Bridge
2:00 pm Ceremony at Charles Clark Square
(foyer of 250 Windsor Avenue on the east side if poor weather)
3:00 pm March will proceed to the Riverfront Trail near Goyeau
Guest Speaker: Taras Natyshak, MPP Essex, NDP Labour Critic
Visit www.wdlc.ca for more details.
Contact: Tracie Edward (519) 257-9942
Rolly Marentette (519) 969-7237

North Eastern Ontario (SUDBURY)

Kapuskasing & District Labour Council
Saturday, April 28, 2012, 11:00 a.m.
Riverside Park, Riverside Road, Kapuskasing
Contact: Kapuskasing & District Labour Council

North Bay & District Labour Council
Saturday, April 28, 2012, 10:45 a.m.
North Bay City Hall, 200 McIntrye Street East
Guest Speaker: Blain Morin, National Health and Safety Representative, CUPE
Contact: Keith Allen (705) 358-7381 or jallen32@cogeco.ca

Sault Ste. Marie & District Labour Council
Saturday, April 28, 2012, 11:00 a.m.
The Grand Gardens, 68 Dennis Street, Sault Ste. Marie
Contact: Dave Pettalia (705) 759-4945

Sudbury & District Labour Council
Saturday, April 28, 2012, 10:00 a.m.
Civic Square, 200 Brady Street, Sudbury
Guest Speaker: Leo Gerard
Contact: Bryan Obonsawin (705) 674-1223

Timmins & District Labour Council
Saturday, April 28, 2012, 11:00 a.m.
Miners' Memorial, McIntyre Curling Club, 85 McIntyre Road, Timmins
Contact: Timmins & District Labour Council (705) 365-7403

North Western Ontario (THUNDER BAY)

Atikokan & District Labour Council
Saturday, April 28, 2012, 11:00 a.m.
Injured Workers Monument, Burns Street, Atikokan
Contact: Ken Brasseur (807) 597-6155

Kenora & District Labour Council
Saturday, April 28, 2012, 11:00 a.m.
Labour Council Day of Mourning Monument
Lake of the Woods Cemetery (East gate), Kenora
Contact: Donna Wiebe, Labour Council President (807) 468-7203

Thunder Bay & District Labour Council
Saturday, April 28, 2012, 11:00 a.m.
Labour Council Day of Mourning Monument, Lakehead Labour Centre
929 Fort William Road, Thunder Bay
We request you bring one red rose to place at the Monument
Contact: Labour Council (807) 345-2621
Injured Workers Support Group (807) 622-8897

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2012
DAY OF MOURNING

ONTARIO-WIDE EVENTS

Workers Health & Safety Centre

www.whsc.on.ca
1-888-869-7950

Central Ontario (TORONTO)

Brampton-Mississauga & District Labour Council

Friday April 27, 2012

Mississauga, **9:00 a.m.**
The Great Hall, Civic Centre, 300 City Centre Drive, Mississauga

Brampton, **11:00 a.m.**
City Hall, Memorial Square Cenotaph
2 Wellington St. W., Brampton (Queen/Hurontario)

Contact: Patrick Williams (905) 866-4275

Durham Region Labour Council

Saturday, April 28, 2012, 12:00 noon
Day of Mourning Monument Area, Oshawa City Hall
(corner of King St. and Centre St.)
Light refreshments to follow at USW Hall, 125 Albert Street, Oshawa
Speakers: Bill Stratton, Chair, DOM Committee
John Henry, Mayor of Oshawa
Irwin Nanda, Executive Vice-President, OFL
Jim Freeman, President, DRLC
Contact: DRLC Office (905) 579-5188 or durhamlc@durhamlabour.ca

Lindsay & District Labour Council

Saturday, April 28, 2012, 12:00 noon
Workers Memorial, Victoria Park, Victoria Avenue, Lindsay
Followed by a short march after the ceremony to the Queen Street United Church for lunch.

North Simcoe, Muskoka & District Labour Council

Friday, April 27, 2012, 12:00 noon
Orillia City Hall foyer
The City of Orillia acknowledge this day by way of proclamation; flag at city hall to half-mast during the ceremony.

Northumberland Labour Council

Saturday, April 28, 2012, 4:15 p.m.
Lucas Point Park, Cobourg
Meet and greet to follow ceremony at Columbus Community Centre, 232 Spencer Street, Cobourg.
Contact: Gloria Riley (905) 372-9726 or griley1@cogeco.ca

Orangeville & District Labour Council

Friday, April 27, 2012, 12:15 p.m.
Flagpole in front of Orangeville Town Hall, 87 Broadway, Orangeville
Contact: Primrose Short (519) 941-3074

Peterborough & District Labour Council

Saturday, April 28, 2012, 11:00 a.m.
Peterborough City Hall, 500 George Street North, Peterborough
Singer/Songwriter George Hewison
Followed by a light lunch at the Black Horse Pub, 452 George St. N.
Guest Speaker TBA

Toronto & York Region Labour Council

Friday, April 27, 2012

Woodbridge, **11:00 a.m.**
Woodbridge Memorial Arena, 5020 Highway #7 (at Islington)

Toronto, **12:00 noon**
Monument to Chinese Railway Workers
(Spadina Avenue, just south of Front Street)

Contact: Labour Council (416) 441-3663

Tribute to Madeleine Parent

By Joanie Cameron Pritchett
March 2012

On March 12, 2012, Madeleine Parent, the founder of the Confederation of Canadian Unions, lifelong labour activist, feminist and passionate advocate for social justice, passed away at the age of 93.

In August 2011, I had the privilege of meeting her in Quebec. It was a moment I will never forget. She was still lively and her mind and wit were as sharp as ever.

Madeleine was literally decades years ahead of her time, taking on issues that many politicians and intellectuals – and even some in the labour movement - refused to consider.

Globe and Mail columnist Rick Solutin called her "one of the finest labour organizers in Canada's history," while former Prime Minister Jean Chretien would refer to Madeleine as "my hero."

Madeleine Parent graduated from McGill University in 1940 and devoted her life to the labour and progressive movements. Premier Maurice Duplessis carried a personal vendetta against Madeleine, arresting her five times. After her acquittal in 1955, her trial had been the longest in Quebec history.

A staunch champion of working people, she founded the Confederation of Canadian Unions with her husband, Kent Rowley, in 1969. In Ontario, she was at the forefront of a number of strikes in the 1970s and 1980s.

A founding member of the National Action Committee on the Status of Women, she fought for equal pay for work of equal value, and championed the interests of Aboriginal women.

She was thrilled to know that the CCU/CSC continues to strongly represent workers throughout Canada and maintains the same progressive values she established for the union over forty years ago. It was such a thrill and honour to meet her.

I was proud to nominate Madeleine this year for the Lincoln Alexander Leadership Award for her lifetime of labour activism and work towards gender equality and social justice.

Members of the Confederation of Canadian Unions across the country will forever be indebted to Madeleine for her pioneering work.

Our world needs more people like Madeleine Parent. She will be sorely missed.

Sincerely,
Joanie Cameron Pritchett
President, Confederation of Canadian Unions

From the Headlines

Popcorn and Raisins – *the good news snacks*

By Lesley Dobson (http://www.saga.co.uk/health/healthy-eating/popcorn-and-raisins-the-good-news-snacks-257.aspx#)

It's time to bin the crisps and biscuits and opt for popcorn and raisins instead for some surprising health benefits

A study has shown that the amount of antioxidants in popcorn is almost equal to that contained in nuts

However much you love popcorn, you've probably never thought of it as particularly healthy food, but now Dr Joe Vinson, professor of chemistry at the University of Scranton and his student Michael Coco have discovered that the snack has been somewhat undervalued. They have shown that the amount of polyphenols (a type of antioxidant, chemicals that can help protect against cell damage) in popcorn is almost equal to that contained in nuts, and is up to 15 times greater than the amounts in whole-grain tortilla chips.

Polyphenols are more concentrated in popcorn because it contains, on average, only four percent water. Many fruits and vegetables contain up to 90 percent water, which means that the polyphenols are diluted. The study found that a serving of popcorn could contain up to 300 mg of polyphenols, compared to 114mg in a serving of sweet corn and around 160 mg per serving of fruit.

If you do want to make the most of popcorn's health benefits, don't even think about spitting out the hulls. These, according Dr Vinson, are the most valuable part of the corn, containing the highest concentration of polyphenols and fibre. "Those hulls deserve more respect," said Dr Vinson. "They are nutritional gold nuggets."

You will have to watch how you 'pop' your corn though, as this can make a big difference to the calorie count. "Air-popped popcorn has the lowest number of calories," said Dr Vinson. "Microwaved popcorn has twice as many calories as air-popped, and if you pop your own with oil, this has twice as many as calories as air-popped popcorn." This study does need to be taken in context. The research, Dr Vinson pointed out, looked at popcorn as a snack, and as a possible replacement for a less healthy snack, not as a replacement for fruits and vegetables.

Sian Porter, spokesperson for the British Dietetic Association, agrees. "This reminds us that popcorn is a whole grain, and something that we can add to our healthy snack repertoire. As with everything you have to be careful what you add to it, but if you add small amounts of good oils it's going to be healthier than crisps, for instance."

If you like a little sweetness in your between-meal nibbles, raisins may be a good choice, especially if you have slightly higher than normal blood pressure. A new study has found that snacking on raisins, rather than biscuits, for example, significantly reduced systolic blood pressure (the top number in your blood pressure reading).

"Raisins are packed with potassium, which is known to lower blood pressure," said Dr Harold Bays, lead investigator and medical director and president of Louisville Metabolic and Atherosclerosis Research Centre. "They are also a good source of antioxidant dietary fibre that may favourably alter the biochemistry of blood vessels, causing them to be less stiff, which in turn may reduce blood pressure."

Colleges sell naming rights to bathrooms: Well Endowed By: Mitch Smith

For $2,000, a Dixie State College of Utah donor could have been the namesake of a porcelain castle complete with a locking door, a generous supply of off-brand toilet paper and an occasional copy of yesterday's sports section.

In a brazen effort to raise funds, Dixie State offered naming rights to individual bathroom stalls in a musical theater company's planned building. The college wanted to help the troupe, which had moved on campus after being evicted from its previous stage, raise money for a new home somewhere else.

The St. George Musical Theater is now out of business, apparently having come up a few urinals short of its fund-raising goal. Also gone is the Web page announcing the lavatory sponsorships, which college officials edited Friday after being alerted to its existence by a reporter.

Laugh if you want, but Dixie State isn't the first cash-hungry college to seek money for bathrooms.

As first reported by *Above the Law*, Harvard Law School recently opened the Falik Men's Room. Like tuition, bathrooms seem to cost more in Cambridge. William Falik told *Above the Law* he received the honor – if you want to call it that – after donating $100,000 to his alma mater to create a public interest fellowship in his father's honor. Falik didn't return messages from *Inside Higher Ed* seeking comment, but his office voicemail confirmed that his surname is pronounced exactly as it's spelled. With a gift of that size, Harvard Law's dean for development and alumni relations Steven Oliveira said he was happy to play along with Falik's wishes.

"We thought it was kind of tongue in-cheek and we were willing to do it," Oliveira said.

Not all would-be bathroom benefactors have such open-minded alma maters. The venture capitalist Brad Feld approached the Massachusetts Institute of Technology about 10 years ago offering to endow a bathroom. After a few months of back and forth, he said, MIT officials told him that would be inappropriate. Feld was shocked, having thought the college would use his proposal as a chance to upsell him on his annual giving.

But Feld was vindicated when he paid to name a bathroom after himself in a University of Colorado at Boulder science building. John Bennett, director of the university's Alliance for Technology, Learning & Society, offered Feld a campus restroom for $25,000 after hearing about his rejection at MIT. Feld, who lives in Boulder, agreed immediately. He visits his masterpiece of plumbing every couple of months and occasionally checks in there on foursquare.

Bennett said the building's seven other bathrooms are still up for sale. So far, there have been no takers.

"It wasn't something where we sat down and said, 'Gee, let's provide naming opportunities for bathrooms,' " Bennett said. "But I'm not the least bit embarrassed if that's what it takes to support programs."

In this age of shrinking budgets, other universities seem to agree.

A University of Pennsylvania donor funded a bathroom renovation in the campus library. His philanthropy had one catch -- that the walls be lined with plaques reading, "The relief you are now experiencing is made possible by a gift from Michael Zinman."

Back in the Beehive State, a couple announced a $20,000 gift last year for the naming rights to two bathrooms – one men's and one women's – in a new science building at Utah Valley University.

As for Feld, the proud namesake of a Colorado restroom, the offer to his alma mater stands: "I'd be honored if MIT was interested."

http://www.insidehighered.com/news/2012/02/06/colleges-sell-naming-rights-bathrooms#.TzFudtabk8U.email#ixzz1pxrw1DGJ

The 10 signs of a bad manager

By: Harvey Schachter

If your organization is to succeed, it's important that you recognize the signs of bad management – in others, as well as yourself. André de Waal, a professor at the Maastricht School of Management in the Netherlands and academic director of the HPO Center, dedicated to high-performance organizations, offers these 10 signs of bad management on the centre's blog:

1. Always cleaning up

Bad managers clean up the mess of their predecessors – even if there is no mess. When appointed to a new post, the manager declares that the department is in such a muddle it will take at least a year to clean up (and, of course, for that year, and perhaps the next one as well, the bad manager can't be expected to achieve departmental targets).

2. Always busy

Bad managers are always busy busy, busy – so involved in projects tasks. Another reason, by the way, not to hold them responsible for departmental goals.

3. Plays the goals game

Bad managers know that departmental goals should be loose, with lots of slack, so targets are easy to achieve.

"Bad managers will never get optimal results from their departments, but that doesn't matter to them; bad managers would rather have low performance than run the risk of punishment for falling short of ambitious targets," Prof. de Waal writes.

4. Manages from afar

Bad managers love to use performance indicators (for others, of course). Then they can practise hands-off management and avoid departmental responsibilities.

5. Blames others

Bad managers have a host of excuses – from management reports that don't accurately reflect (their brilliant) performance, to the world economy, or the weather. A common scapegoat is a weak colleague, who should be replaced, and then the manager can achieve the assigned targets.

6. Makes big, big plans

Bad managers make wordy, expansive plans to impress top management. "They also know that you can bury all kinds of assumptions and preconditions in these verbose plans, which function as safeguards when top management starts complaining that goals have not been achieved," he notes.

7. One-way communication

Bad managers can hold open forums for employees to voice concerns. They just don't act on what they hear.

8. Focuses on shareholders

Bad managers will do anything to satisfy the shareholders, even if that means hurting the organization's long-term interests.

9. Divides, and conquers

Bad managers are skilled at the "divide and conquer" strategies of Machiavelli, manipulating colleagues, employees and bosses.

10. Poised to exit

Bad managers move on every few years – just when the organization is getting ready to hold them accountable. They always know where their next move will be.

Source: http://www.theglobeandmail.com/report-on-business/careers/management/morning-manager/the-10-signs-of-a-bad-manager/article2357230/

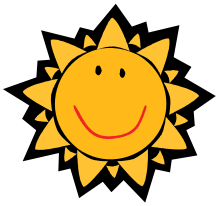
YUSA PICNIC

YUSA is proud to announce a "Family-Fun" Day for all YUSA Staff and their family!

There will be

- ***FOOD!***
- ***GAMES!***
- ***FACE-PAINTING!***
- ***BOUNCY CASTLES!***

and MORE!



Saturday, June 23
10am to 3pm
Vanier Field/Courtyard

Humour / Fun & Games!

THE SHREDDER

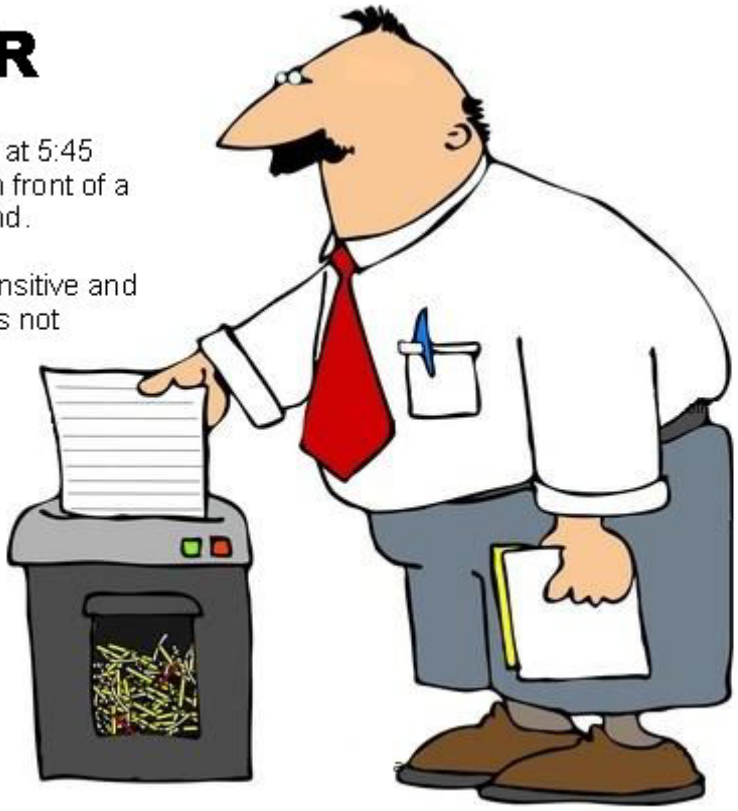
A young engineer was leaving the office at 5:45 p.m. when he found the CEO standing in front of a shredder with a piece of paper in his hand.

"Listen," said the CEO, "this is a very sensitive and important document, and my secretary is not here. Can you make this thing work?"

"Certainly," said the young engineer. He turned on the machine, inserted the paper, and pressed the start button.

"Excellent, excellent!" said the CEO as his paper disappeared inside the machine, "I just need one copy."

Lesson: Never, never, ever assume that your boss knows what he's doing.



" YOU'RE LUCKY KIDS DON'T HAVE A UNION ! "

http://www.cartoonresource.com/archive/family-relationships/children/plt251-cm.aspx

WORD SEARCH

How do I play?

Find the list of words listed below in the grid and circle the word. They can be horizontal, vertical, diagonal or even backwards. **With the remaining letters complete the riddle**.

F	R	H	E	A	L	T	H	E	E	T	T	I	M	M	O	C	U	C	C
S	E	V	I	T	A	T	N	E	S	E	R	P	E	R	O	O	U	A	D
N	R	S	N	O	I	T	A	U	L	A	V	E	B	O	J	L	D	N	E
H	U	M	A	N	R	I	G	H	T	S	T	R	O	N	G	L	R	A	M
C	S	D	E	P	R	E	S	I	D	E	N	T	D	D	E	E	A	D	O
O	A	C	E	P	M	A	G	R	E	E	M	E	N	T	B	C	W	I	C
N	E	L	L	O	P	Y	E	S	T	I	F	E	N	E	B	T	E	A	R
S	R	X	S	L	D	E	T	I	N	U	R	T	C	O	N	I	T	N	A
T	T	F	E	I	N	M	E	I	D	S	D	N	E	T	O	V	S	E	C
I	R	R	U	C	A	O	E	T	S	T	E	E	E	X	P	E	R	T	Y
T	A	J	D	Y	U	P	I	E	G	R	L	M	W	O	R	K	E	R	S
U	I	U	I	O	L	T	S	N	T	E	E	E	R	E	C	I	F	F	O
T	N	S	N	E	M	R	I	C	U	N	G	V	P	T	S	F	T	R	L
I	I	T	H	A	E	N	Y	V	A	G	A	L	I	A	E	A	C	E	I
O	N	I	R	B	I	N	A	T	E	T	T	O	C	N	C	I	E	H	D
N	G	C	M	A	P	E	A	C	E	H	E	V	K	I	U	R	T	T	A
E	H	E	G	Y	F	I	D	A	R	F	S	N	E	M	R	K	O	E	R
W	M	R	Y	U	S	A	P	U	Y	D	A	I	T	O	I	N	R	G	I
S	A	E	C	N	A	V	E	I	R	G	I	S	A	N	T	O	P	O	T
B	C	O	M	M	U	N	I	C	A	T	I	O	N	S	Y	W	N	T	Y

AGREEMENT
BARGAINING
BENEFITS
CANADIAN
CCU
COLLECTIVE
COMMITTEE
COMMUNICATIONS
CONSTITUTION
DELEGATES
DEMOCRACY
DUES
EXECUTIVE
EXPERT
FAIR
GRIEVANCE
HEALTH
HELP
HUMAN RIGHTS
INVOLVEMENT
JOB EVALUATIONS
JUSTICE
KNOW
MARCH
MEET
MEMBERS
NEWS
NOMINATE
OFFICER
PEACE
PICKET
POLL
POLICY
PRESIDENT
PROTECT
RADIFY
REPRESENTATIVES
SAFETY
SECURITY
SOLIDARITY
STEWARD
STRENGTH
STRONG
TOGETHER
TRAINING
TREASURER
UNION
UNITED
VOTE
WORKER
YORK UNIVERSITY
YUSAPUY

YusApuY was __ __ __ __ __ __ __ on __ __ __ __ __ __ __ __ 10, 1975.
YusApuY is affiliated to the __ __ __ __ __ __ __ __ __ __ __ __ __ of __ __ __ __ __ __ __ __ Unions.

Created by Bruno Ritacca

SOLUTION ON PAGE 46

Here are some Spring/Summer Recommended Books from our YUSA Members:

If you have any books that you would recommend, please email sharonc@yorku.ca.
We will add them to our next issue!

- ***The Pillars of the Earth*** by Ken Follet
  (Very detailed. The TV series does this book no justice)
- ***The Help*** by Kathryn Stockett
- ***The Blue Zone*** by Dan Buettner
- ***The Celestine Prophecy*** by James Redfield
- ***Tuesdays with Morrie*** by Mitch Albom
  (Excellent read – short story – couldn't put it down)
  http://www.randomhouse.com/features/morrie/
- ***The Hunger Games*** by Suzanne Collins
- ***My Sister's Keeper*** by Jodi Picoult
- ***The Sculptress*** by Minette Walters
- ***Master of the Game*** by Sidney Sheldon
- ***Wild Swans: Three daughters of China*** by Jung Chang
- ***Memoirs of a Geisha*** by Arthur Golden
- ***Secret Daughter*** by Shilpi Somaya Gowda
- ***Life of Pi*** by Yan Martel
- ***A Discovery of Witches: A Novel*** by Deborah Harkness
- ***Keeper of Lost Causes*** by Jussi Adler-Olsen
- ***The Girl with the Dragon Tattoo*** by Stieg Lursion
- ***Forgotten Garden*** by Kate Morton
- ***Eat, Pray, Love*** by Elizabeth Gilbert
- ***House Rules*** by Jodi Picoult
- ***The End of the Affair*** by Graham Greene
  (1st published in 1951-Movie produced in 1999)
- ***Sarah's Key*** by Tatiana de Rosnay
- ***Hatchett*** by Gary Paulsen
- ***Water for Elephants*** by Sara Gruen
  (Couldn't put this book down)

Quote for You:

Life is no brief candle to me. It is a sort of splendid torch which I have got a hold of for the moment, and I want to make it burn as brightly as possible before handing it on to future generations.

Important dates to remember ...

YORK UNIVERSITY WILL BE CLOSED ON MONDAY, MAY 21, 2012 FOR THE VICTORIA DAY HOLIDAY.

FOR THE PERIOD BEGINNING JUNE 1 TO AUGUST 31 INCLUSIVELY, EMPLOYEE HOURS WILL BE REDUCED BY 1-HOUR AT THE END OF THEIR REGULAR SHIFT EACH FRIDAY OR, ON THE LAST DAY OF THEIR NORMAL WORK WEEK! (SEE ARTICLE 26C)

YUSAPUY'S ANNUAL STAFF APPRECIATION BBQ WILL BE HELD ON THE FOLLOWING DATES:

KEELE CAMPUS ~ JUNE 19 & 20
GLENDON CAMPUS ~ JUNE 6 (TENTATIVE)

YUSAPUY'S PICNIC! SATURDAY, JUNE 23 ***(VANIER FIELD, KEELE CAMPUS)***

YORK UNIVERSITY WILL BE CLOSED ON MONDAY, JULY 2, 2012 FOR THE CANADA DAY HOLIDAY. YORK UNIVERSITY WILL ALSO BE CLOSED ON MONDAY, AUGUST 6, 2012 FOR THE CIVIC HOLIDAY.

SUBSCRIBE TO THE **YUSAPUY LISTSERV;**

SEND THE FOLLOWING MESSAGE TO LISTSERV@YORKU.CA

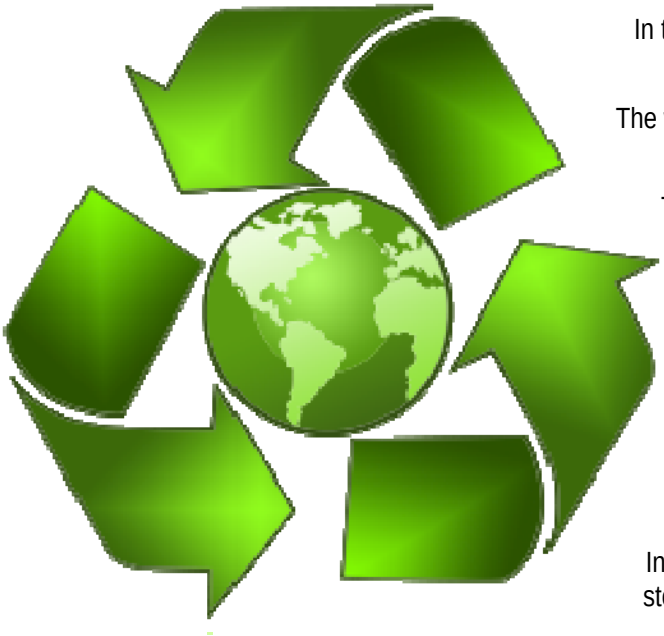
SUBSCRIBE YUSAPUY-L FIRST NAME LAST NAME
(PUT *YOUR* ACTUAL FIRST NAME AND LAST NAME)

THAT'S IT!

YOU'LL RECEIVE A MESSAGE BACK SAYING
YOU HAVE BEEN SUBSCRIBED TO THE LIST.

The Green Thing

~Author Unknown~



In the line at the store, the cashier told the older woman that she should bring her own grocery bag because plastic bags weren't good for the environment.

The woman apologized to him and explained, "We didn't have the green thing back in my day."

The clerk responded, "That's our problem today. The former generation did not care enough to save our environment."

He was right, that generation didn't have the green thing in its day.

Back then, they returned their milk bottles, soda bottles and beer bottles to the store. The store sent them back to the plant to be washed and sterilized and refilled, so it could use the same bottles over and over. So they really were recycled.

But they didn't have the green thing back in that customer's day.

In her day, they walked up stairs, because they didn't have an escalator in every store and office building. They walked to the grocery store and didn't climb into a 300-horsepower machine every time they had to go two blocks.

But she was right. They didn't have the green thing in her day.

Back then, they washed the baby's diapers because they didn't have the throw-away kind. They dried clothes on a line, not in an energy gobbling machine burning up 220 volts - wind and solar power really did dry the clothes. Kids got hand-me-down clothes from their brothers or sisters, not always brand-new clothing.

But that old lady is right; they didn't have the green thing back in her day.

Back then, they had one TV, or radio, in the house - not a TV in every room. And the TV had a small screen the size of a handkerchief, not a screen the size of the state of Montana. In the kitchen, they blended and stirred by hand because they didn't have electric machines to do everything for you.

When they packaged a fragile item to send in the mail, they used a wadded up old newspaper to cushion it, not Styrofoam or plastic bubble wrap.

Back then, they didn't fire up an engine and burn gasoline just to cut the lawn. They used a push mower that ran on human power. They exercised by working so they didn't need to go to a health club to run on treadmills that operate on electricity.

But she's right; they didn't have the green thing back then.

They drank from a fountain when they were thirsty instead of using a cup or a plastic bottle every time they had a drink of water. They refilled their writing pens with ink instead of buying a new pen, and they replaced the razor blades in a razor instead of throwing away the whole razor just because the blade got dull.

But they didn't have the green thing back then.

Back then, people took the streetcar or a bus and kids rode their bikes to school or rode the school bus instead of turning their moms into a 24-hour taxi service. They had one electrical outlet in a room, not an entire bank of sockets to power a dozen appliances. And they didn't need a computerized gadget to receive a signal beamed from satellites 2,000 miles out in space in order to find the nearest pizza joint.

But isn't it sad the current generation laments how wasteful the old folks were just because they didn't have the green thing back then?

Publication Notes:

YUSAPUY Connection is a publication of the York University Staff Association. The opinions expressed in this newsletter are not necessarily those of the Communications Committee, the YUSAPUY Executive Board, or the YUSAPUY members; often they are expressed opinions of the individual authors.

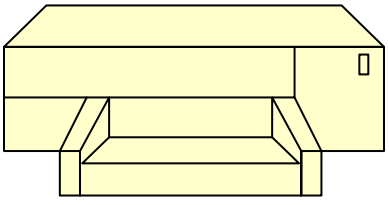
It is YUSAPUY policy not to print anything that is received unsigned. You may, however, request that your name be withheld. In this case, your submission will be printed with "YUSAPUY member" beneath.

The Communications Committee will print most material received and greatly appreciates your comments, but reserves the right to edit for length and will not print material that contravenes the Ontario Human Rights Code and/or its personal sense of fair play.

WE WOULD LOVE TO HEAR FROM YOU! It could be about anything you would like to write about that involves the YUSAPUY or York community. Whether it is pet peeves, kudos/laurels, questions, opinions, thoughts, beefs, we would like to put it in the newsletter for the rest of the membership to read.

2012 Communications Committee

Bruno Ritacca, **Chair** – britacca@yorku.ca
Sharon Cicciarella – sharonc@yorku.ca

WORD SEARCH SOLUTION:
YusApuY was FOUNDED on DECEMBER 10, 1975.
YusApuY is affiliated to the CONFEDERATION of CANADIAN unions.

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