YUSA 2013 Election Statements

The Following YusApuy members were either acclaimed, or are seeking election to the positions listed below:

PRESIDENT	**Giulio Malfatti** **Robin Smith**	**(1 to be elected)**
1st VICE-PRESIDENT	**Sandra Bell** **Paula Gowdie Rose** **Wanda Hollingshead**	**(1 to be elected)** **Withdrew**
2nd VICE-PRESIDENT	**Michael Belanger** **Paula Gowdie Rose** **Mary Polesel**	**(1 to be elected)**
MEMEBRSHIP OFFICER	**Dawn Burns**	**Acclaimed**
TREASURER	**Janet Brewer** **Vera Murano**	**(1 to be elected)**
GLENDON OFFICER	**Scarlett Farquhar**	**Acclaimed**
BARGAINING COMMITTEE (members-at-large)	**Martin Alexander** **Michael Belanger** **Sylvia Bosch Karas** **Paula Gowdie Rose** **Tara McMillen Pinto**	**(3 to be elected)**
(Long Service Employee Representative)	**Sandra Bell** **Debbie Jamieson**	**(1 to be elected)**
(Glendon Representative)	**No Nominations**	
COMMUNICATIONS COMMITTEE	**Sharon Ciciarello** **Edward Fenner** **Bruno Ritacca** **(1 vacancy)**	**Acclaimed** **Acclaimed** **Acclaimed**
CONSTITUTION & POLICY COMMITTEE	**Michael Belanger** **Dawn Burns** **Breanne Whitwell**	**Acclaimed** **Acclaimed** **Acclaimed**
NOMINATIONS COMMITTEE	**Risto Puhakka**	**Acclaimed**

Statement of interest for nomination for President

2013 Election Statement

Hi:

I am running for the position of President.

I have been employed at York University since July 1990 and first became actively involved with YUSA in 1996, first as a steward and then as a York University Pension Trustee, a position I have maintained since that time. In 1997 I was elected to the YUSA Grievance Committee and became the Grievance Committee representative to the Bargaining Committee. Since 1997 I have been a member of each YUSA Bargaining Committee. In the fall of 2002 I was elected First Vice President commencing my term in 2003 and have maintained that position till today. During these eleven years I have also taken on the role of Acting President for extended periods of time in Joanie's absence, first in 2003 when she went on maternity leave and earlier this year when she was off on sick leave.

I have spent approximately seventeen of my twenty-three years at York actively involved in YUSA. From my early days as a volunteer to eventually becoming a full time elected officer there is no aspect YUSA's work which I am not completely familiar with. Whether it's bargaining, pension issues, job evaluation, grievances and arbitrations, dealing with York's senior management, representing YUSA members in every work related circumstance, etc. I have done it.

2014 is not only a bargaining year it is also a transition year for YUSA. 2014 will see the election of two new full time elected officers. This will mean more than a subtle change for YUSA. These two new officers will bring new perspectives into the roles of First Vice President and Second Vice President; still there will be a vast spectrum of the work within their respective portfolios that these individuals have never been exposed to. One of the main tasks the new President will need to embrace will be is guide and mentor to these two individuals in every aspect of the roles they will be elected into. From job evaluation, to grievance and arbitrations, etc. the President will need to be actively involved with these individuals until they are up to speed. I know, since I have performed all of the duties and responsibilities these individuals will be assuming, that I can be the pivotal guide and mentor.

The election for President needs to be about what is best for YUSA, not what is best for Giulio or Robin. Since the AGM one of the main questions I have continually been asked is, what will happen to you or Robin since only one of you will be the successful candidate for President. Both Robin and myself have agreements with York that will see us return to the bargaining unit, if we so desire, into completely comparable positions to the ones we were in prior to coming into the YUSA office. Robin and I came from full time continuing positions and the unsuccessful candidate will have the option to return to a full time continuing position in the bargaining unit. But that question is a distraction. The election for President should not be about distractions or popularity. The election for President needs to be about, which candidate is best suited to ensure that YUSA strongly moves forward.

The challenges YUSA will face in 2014 and beyond are enormous. Pension issues will be at the top of the list. With over 60% of Canadians without a pension plan in their work place and many of the current existing plans, if they have not already done so, moving to defined contribution plans, which in reality are nothing short of a glorified RRSP plan, YUSA needs to ensure that York's pension plan remains strong and the defined benefit portion of the plan remains unchanged. But there are other changes that need

to be discussed with York such as early retirement packages that work for YUSA members. Bargaining will also be a huge challenge in 2014. No doubt we will be facing another strong effort on the part of York to water down our Collective Agreement.

I truly believe that if I am elected to serve as your President, I can lead YUSA forward in the upcoming year and face the challenges which no doubt will come our way. Over the past eleven years that I have served as First Vice President, I have demonstrated my commitment to the membership and my competence in the role. I believe that these years and all of the various roles I have taken on within YUSA have lead me to be uniquely qualified to serve as President.

I hope that you will vote for me so that I can take the next step and serve as your President.

Thank You.

Giulio Malfatti

I would like to thank Judy Matadial for nominating me for the position of YUSA President for 2014.

I was raised in a household that was defined by labour activism and have carried that ethic throughout my adult and working life. I am strongly committed to equity, fair workplace practices, and giving voice to those who often remain unheard. For 15 years, I was administrator for the Centre for Research on Work and Society, an Organised Research Unit at York that focused on labour research and education. Throughout those years, my work revolved around the issues facing the labour community – locally – nationally and internationally. From a 'Know Your Rights' campaign to the administration of a Working Students Centre I helped support countless York Students and other young workers deal with workplace concerns. I have helped organize the unorganized and provided support to those who are developing the skills needed to defend their rights. It is an awesome journey. To work for so long in an environment that actually supported workers rights and encouraged participation in the work of my own union was a rare privilege. I will always value that time and experience. It has also made me mindful of our own young workers – the newer members of YUSA. There is a tremendous void in labour history within the Canadian education system and I believe that it is critically important to reach out to and engage the younger members of our union.

Over the years, I have served YUSA in many ways. I have participated on the Bargaining Team during the negotiations of the 2005, 2008 and 2011 Collective Agreements and have either Co-Chaired or Chaired that Committee. In earlier years I have been involved with YUSA as an active Steward, a member of the Grievance Committee, a member of the YUSA Executive Board. I have had the privilege of serving YUSA as 2nd Vice-President since 2009.

In my role as 2nd Vice-President I feel that I have developed broad knowledge of many of the issues facing YusApuY members. Since my first term in this role in 2009, I have had an opportunity to work alongside the President and 1st Vice-President, Joanie and Giulio, as well as many committee members, stewards and members at large on a number of important projects that have had and continue to have a major impact on our union. I feel that YUSA has made great strides in 2013 and am proud to have participated in improving our working lives. But there is much to be done and the number of tasks that are punctuated through the coming year is daunting. From finalizing the pay equity and unit two agreements, to negotiating a new Unit 1 Collective Agreement, YUSA will need the support of all members of the bargaining unit. Joanie has left big shoes to fill and regardless of who is at the helm, 2014 will be a challenging year. I feel that I have the knowledge and experience to help navigate us through the rough waters ahead and ask for your support .

Solidarity,

Robin E. Smith

Statement of interest for nomination for 1st Vice-President

October 23, 2013

Dear Fellow YUSAPUY Members,

I have been a YUSAPUY member and a member of the York community since June of 1987 and it is with great honour that I accept the nomination for 1st Vice-President.

I was appointed to become a steward in 2005 and underwent training as a rater to become an active member of the Joint Job Evaluation Committee. Since 2010, I have served my union as co-chair of the JJEC committee, as well as a member of the bargaining committee. have worked alongside the 1st VP in many important activities such as the creation and mediation of the Unit 2 pay equity plan, Job-E related labour/management meetings, 7.07 meetings, step 2 grievance meetings, writing of appeals and helping members with their statements of significant change and questionnaires. At the national level, I am one of the trustees of the Confederation of Canadian Unions to which YUSAPUY is affiliated. I have also attended their last three Conventions and several Executive Board meetings. This year I will be serving on a committee to examine the feasibility of hiring a full-time Organizing Officer for the CCU.

Our union will face challenges in the upcoming year from within and without. We are faced with an employer who continually attempts to erode jobs through our job evaluation process, and no doubt will continue with concession bargaining tactics in an even further attempt to weaken our rights.

We, as a union, also face challenges from outside political forces. Tim Hudak's "right-to-work" legislation could eliminate the Rand formula if passed, and could potentially limit our (and other) unions' ability to defend our members. The Harper Government's omnibus budget bill will reduce the health and safety rights of government workers, eliminate their right to strike and limit their use of arbitration to resolve disputes. These are just a few examples.

Never before has it been more important to stand in solidarity, to speak out about the good things that unionism has provided for all workers, whether unionized or not. By doing so, it sends a very strong message to the employer: We support our union. In turn, this will give us more clout at the bargaining table. Let's see those water bottles and tote bags. Let's make YUSA'S presence on campus greater than it's ever been.

I am committed to unionism. I am committed to fairness for everyone. I am committed to representing our membership to the very best of my abilities.

By seeking nomination for election to the position of 1st VP,I consider this to be the natural progression for me to continue to support my union in a more meaningful way.

In solidarity,

Sandra Bell

November 2013

It is an honour and a privilege to be nominated for the position of First Vice-President of YusApuY. I have been a member of York University for the past 26 years and during this time I have been a very active union member, serving in many different roles throughout the years.

Firstly, I have been an active Steward for more than 10 years; I have also sat on the Grievance Committee for a number of years and I have been the Chair of Grievance for three consecutive years, beginning in 2010. I learned a great deal about the grievance process and what's involved in arbitration/mediation.

I have also had the privilege of being on the Bargaining Committee as the long service member for the past 11 years. During this time I have sat across the table from this Employer in 3 separate rounds of union negotiations. Each experience has been challenging and rewarding. Entering into a bargaining year, it is imperative that we have a strong team of individuals in place who have knowledge and expertise in the bargaining process.

Since 2005, I have been a Job Evaluation rater. During this time, I have been very active in rating jobs on a consistent basis. I also volunteer, during my lunch hours, to assist members with their Job –E related questions and concerns while they fill out their questionnaires.

Currently, I am the Treasurer for YusApuY. As stated in my recent AGM report, this position has given me the opportunity to learn more of the breadth and complexity of the day to day activities that occur throughout the year in the union office. There is a wide range of financial activities necessary to run this union – from investments to invoices and all the associated costs with keeping the office running effectively. I have found this position to be a valuable experience.

Having served in many roles within our union has given me the confidence and skill set needed to succeed in the capacity of First Vice-President. I am aware that the work load is enormous and demanding, however I will work very hard to support this membership.

In solidarity,

Wanda Hollingshead

I would like to express my gratitude in being nominated for the position of 2nd Vice-President of YUSA. As a founding member of this union, I have always been a proud supporter of YUSA and all that it represents to our members. I did serve the membership actively in the 1970's and 1980's as a steward, but then took a bit of a break from union activities when I was raising small children.

In 2005, I found I was able to return to YUSA and trained as a Job Evaluation Rater, a role that I still hold to this day. I also renewed my interest in Stewardship and learned how to represent members in all manner of situations. I have found a great sense of satisfaction of empowering members in the work place and helping them through their issues. In 2008 and 2011 I was a member of the YUSA Bargaining Team and participated in two rather grueling rounds of negotiations. I am currently Co-Chair of the Grievance Committee (along with Martin Alexander).

When I started at York University on July 27, 1974, the idea of a union was just a little ray of hope that staff members were looking for. When we finally formed the union in 1975, that hope was transformed into a reality. I have never looked back, some 39 years later I remain committed to serve this membership. Given that 2014 is a bargaining year, we have a lot of work ahead of us. I feel that I have both the knowledge and experience needed to support the President, 1st Vice-President and the rest of the YUSA membership.

I would appreciate your support so that I can continue to be your voice.

In solidarity

Mary Polesel

Statement of interest for nomination for 2nd Vice-President

I would be pleased to serve as second Vice President for YUSA in 2014. I believe that due to the changes in the Union office, this is the year that we need members to bring their experience and dedication forward to serve YUSA. At this juncture I believe the two most important issues facing YUSA are bargaining in 2014, and the ongoing pension issues. Both of these issues will directly affect each YUSA member's pocketbook. I am very experienced with both of these issues.

I am one of the longest serving members on our Bargaining team. I have very actively participated on the YUSA Bargaining every year since 2002. I continue to work on a comprehensive 'total compensation' model that I created and continue to improve. I have been a member of the YUSA Executive Board for 11 years. I have also been an active 'lead' steward for many years. I also represent YUSA on York Parking Advisory Committee. Finally, I hold an Executive Board position as secretary representing YUSA on the CCU (Confederation of Canadian Unions) for the past 5 years.

I have demonstrated my commitment to our Union over the past many years as Chair of the Constitution and Policy Committee (since 2003). During that time that Committee has totally revamped our Constitution and is working on doing the same with our Policy Manual. More recently we have brought forward changes to our Constitution to make this 2nd Vice President position a full time position. We are also working on E-voting which it looks like we will have ready in time for these elections and a vote on changes to the pension.

I am an individual who can get along with others and who can cultivate team building. In my opinion this is so important when working with others in order to get the job done. I can offer the strong leadership skills and have shown dedication to serve your needs in the Union. I have a very good understanding of our pension plan and have developed my talents to be a strong experienced negotiator at the bargaining table. If elected as Second Vice President I will work diligently to achieve these goals.

If you can, please attend the All-Candidates meetings on Nov. 13th and 14th. I will certainly do my best to discuss any questions you may have. I would appreciate your continued support and your vote later in November.

In Solidarity,

Michael Belanger, M.Sc.

Candidate Statement

Paula Gowdie Rose

November 1, 2013

I came to York University in 1991 as a student but realized very quickly that I had to work. The best option was to find work close to school in order to better facilitate the continuance of my studies. I found work at York and became a "casual" employee who subsequently attained a full time continuous position. From that moment on, YUSAPUY has been a great support to me. Diane Legris, my first steward, provided support through 7.07 meetings. Jim Streb was always available. I was inspired by the commitment of these individuals, and other YUSAPUY volunteers, and I wanted to contribute, to make a difference.

In 1997 I joined the ***YUSAPUY Health and Safety Committee (Committee)***and the ***YUSAPUY Joint Health and Safety Committee (JHSC)***, and have been going full throttle since. I have served as the Committee's elected Chair from 2001 to 2011 and subsequently as Co-Chair 2012 to present. I have served as the Labour Co-Chair of the JHSC since 2010, and the Chair of the ***All Unions Health and Safety Committee at York University*** in 2006.

I was appointed a union steward in 2000, have been a member of the ***YUSAPUY Executive Board*** since 2001, was appointed to the ***Joint Ergonomics Committee*** in 2001 and the ***Joint Workplace Accommodation Committee*** in 2009, and more recently became a member of the ***YUSAPUY Grievance Committee***.

My participation enables me to not only put into action values of voluntarism and advocacy but provides me with opportunities to work closely with YUSAPUY members, and to be a change maker. I have represented many YUSAPUY members in 7.07 meetings, return to work meetings, accommodation meetings and work refusals, and participated in arbitrations. Along with the Committee, I have developed health and safety language in the YUSAPUY Collective Agreement, developing processes and best practices for the best interests of YUSAPUY members, and since 2002, have actively participated in negotiation (bargaining) proceedings around occupational health and safety, including workplace accommodations.

My collective experiences at York University have enabled growth in many ways. My involvement overall has been rewarding, yet there have been some challenges. I am grateful to the YUSAPUY members and Officers who have made our union what it is, and particularly those who have been supportive to me personally over the years. I continue to stand firm on my commitment to serving YUSAPUY members according to the core values of our union, and the labour movement.

It is now your opportunity to select the candidate(s) in the various elected positions who are motivated to work for the best interest of YUSAPUY – the membership.

Statement of interest for nomination for Treasurer

I am writing this statement to introduce myself to the broader York University Staff Association community. My name is Janet Brewer and I am honoured and excited to stand for election to serve this membership in the capacity of Treasurer of the York University Staff Association. I have been part of our community since 1981. I am currently employed in the largest Faculty at York University, Liberal Arts and Professional Studies in the capacity of Operations Coordinator, eServices Office. In this role I have a strong understanding for the financial processes of York University that will give me the extensive knowledge to fulfill the role as Treasurer of YusApuY. I have a long history of involvement in our union in various capacities. Currently and for the past two years, I have served as the Treasurer for the Confederation of Canadian Unions. In addition to this role, I have also participated in many committees and served this membership through various roles:

- Member of the YusApuY Bargaining Committee
- Steward
- Job Evaluation rater (since 1991)
- Job Evaluation Chair / Co-chair
- Job Evaluation Appeals Rater
- Membership Officer
- Executive Board member
- Treasurer, Confederation of Canadian Unions (CCU)

I have a strong passion for our membership and the valuable contributions that YusApuY has made to our broader community at York University.

I have had the opportunity to work with YusApuY to develop internal processes for Grievance and Job Evaluation and would like the opportunity to do the same for our financial process and policy. I have strong skills and a tremendous track record of serving this membership and I would appreciate the opportunity to expand my role within this union.

I look forward to this democratic process and I would invite you to come to the All Candidates meeting to ask questions of the candidates and provide you with an opportunity to meet us personally. I feel very appreciative to be part of this union, that has such a rich history and a wonderful track record of representing the membership and I would be honoured to be part of the Officers that have and continue to serve our community.

In Solidarity,

Janet Brewer

Candidate for Treasurer

Statement of Interest

Dear YUSA Members:

My name is Vera Murano and I have been a YUSA employee for almost 19 years, having had the privilege to work with many wonderful mentors and colleagues. I have held four positions at the University in three different areas; the Office of the Executive Officer in the Schulich School of Business, Research Accounting in the Finance Division and the Biology Department in the Faculty of Science.

My educational background includes an Accounting Certificate, a BAS degree, and a BA Honours Degree in Humanity. I also continue to learn/study in a variety of subject fields through online courses offered via the internet, sponsored by various global universities and colleges.

My current position at York University is Financial Coordinator in the Schulich School of Business. My main duties involve the preparation of financial reports/budgets, account analysis, and the monitoring of programs and special projects, some with annual budgets of up to one million dollars. On a daily basis I review/process payments and expense reports, handle petty cash, and perform other various day-to-day financial transactions. My work experience provides a thorough understanding of budgetary principles and procedures.I have considerable experience with accounting processes and financial statements, and in this capacity, I manage large multiple databases and organizational budgets.

In the role of Treasurer for YUSA, I will bring to this position my University experience and knowledge, and my accounting abilities to perform the duties of this job. The most meaningful aspect of my involvement in this capacity is to deliver a clear, concise, and complete budget report for the YUSA office and its members. With your support, I know I will be able to achieve these objectives.

Thank you!

Vera

Statement of interest for nomination for bargaining committee, member-at-large position

It is with great pleasure that I put my name forward again this year to be part of our 2013 Bargaining Team. This will be a very active year for the Bargaining Committee as we will be negotiating our Unit 1 Collective Agreement.

I have actively participated on the YUSA bargaining team for the past four Collective Agreements for Unit 1 (in 2002, 2005 as co-chair, 2008 and 2011). I have been on the Bargaining Committee every year since 2002.

During my years spent on the Bargaining Committee I have created, developed and continue to perfect a comprehensive 'total compensation' based spreadsheet as an aid our negotiations. I am also (unofficially) the 'resident' parking expert. Although we are hard pressed to make great strides in this area, I do my best to make the administration take note of the many parking issues that some of our members face.

I feel it is very important to give serious consideration to all opinions and views of our membership. If elected to the Bargaining Committee I will work diligently toward this goal.

I am an individual who can get along with others and who can cultivate team building, which in my opinion, is so important when bargaining. I feel it is especially important to have experienced, skilled, hard working individuals on our bargaining team. During these difficult economic times we need such individuals who are willing to spend many months working towards our common objective. I know that I can offer the Bargaining Committee strong leadership and dedication to serve your needs at the negotiation table. If elected to the Bargaining Committee I will work conscientiously toward this goal.

In addition, I have been a member of the YUSA Executive Board for 11 years. As the Chair of the Constitution and Policy Committee I am very proud that we have updated the Constitution during that time and are working on updating our Policy Manual. I am an active lead Steward and I held a position on the CCU (Confederation of Canadian Unions) Executive Board for the past 5 years.

If you can, please attend the All-Candidates meetings on Nov. 13th and 14th. I will do my best to discuss any questions you may have. I would appreciate your continued support and your vote later in November.

In Solidarity,

Michael Belanger, M.Sc.

I have been a member of YUSA since January 1981 when I started working at York in the Transcript Office. A few years later I decided I wanted to get more involved with the union and joined the Communications Committee. A year later I suddenly found myself Chair of this committee and became a member of the YUSA Executive. It was truly an experience to find out how much hard work goes into running our union. In the Fall of 2002 I attended one of our YUSA meetings and listened to Joanie, our President, give an amazing speech, encouraging us all to get involved with our union. It truly inspired me and I contacted the union office immediately on how to become a Steward. I have been a Steward for the past 13 years now and became the Steward Coordinator in the spring of 2005. The previous year in the spring of 2004 I joined the Job Evaluation Committee and went through training to become a YUSA rater. I have also been a member of the Grievance Committee and have represented members at meetings with management.

I have found it rewarding assisting many of our YUSA members over the years, whether it was giving advice, clarifying our contract, assisting with job evaluation questionnaires or navigating through problems with management.

With all the changes going on across the university and the many challenges we face with our employer I feel that YUSA needs to have a strong Bargaining team this year to face the challenges ahead. I believe that my many years of involvement with the union and the experience that I have acquired would make me a good candidate for our 2014 Bargaining team and would appreciate your support.

In solidarity,

Sylvia Bosch-Karas

Hello everyone! I am so pleased to be running for a position on the Bargaining Committee. I have been a member of YUSA/APUY for more than 14 years, and I have previously had the privilege of holding a seat on this committee. Unfortunately between marriage, pregnancies and babies, my participation in YUSA positions had to take a back seat. Now that my children are older I can once again be focused and available to help serve our Union and protect the rights and benefits of our membership.

Anyone who knows me, will tell you that I am a very passionate person who is always willing to fight for what is right. I do not back down as I have fierce determination. My employment background is strong in conflict resolution, and my education here at York has taught me critical thinking, while both have improved my communication, active listening, and analytical skills.

I know that I will bring a fresh perspective to the table and hope to expand on my knowledge of our Union. I look forward to getting to know more members and understand the needs of those around me. My aspiration is to be a valuable asset of the union by committing myself to the membership and being a part of the representing group that works so hard to preserve and gain the benefits, provisions and protection we all utilize and appreciate.

In solidarity,

Tara McMillen Pinto

Statement of interest for nomination for bargaining committee, member-at-large position

October 31, 2013

Sandra Bell

Candidates Statement for Long Service Member of Bargaining Committee

I would like to express, again, my appreciation for my nomination for election to the Bargaining Committee and what an honour it is to serve this great membership. My experience has been outlined in my statement for nomination for the position of 1st Vice-President, so I won't repeat it here, except to add that I have also been a member of the bargaining committee for the last two years in preparation for actually sitting at the table in 2014.

In solidarity,

Sandra Bell

I have decided to run for the YUSA Bargaining Committee for 2014 for many reasons, the most important being that I have never felt more strongly that this coming year is going to be a very crucial year in the YUSA bargaining process and we will need to have the strongest possible bargaining committee to go up against the University. Many employers are trying to claw back heir employee benefits. We cannot let this happen to YUSA members. I have worked at York for 39 years and proud to say that I have also been a YUSA employee since its inception. YUSA has fought long and hard over the years to acquire the very best collective agreements. We will need to put forth an even stronger effort going into the upcoming bargaining year. I would welcome the opportunity to sit at the bargaining table to fight on behalf of every YUSA member.

I have served as a non-academic staff member on the Board of Governors for the past 10 years. I now feel it's time for me to put my energy into this very important role as a member of the YUSA Bargaining Committee for 2014. For this reason, I am resigning my position on the Board of Governors.

I would very much appreciate your support in my endeavor to seek nomination on the YUSA Bargaining Committee for 2014

Thank you for your support,

Debbie Jamieson
Graduate Program Assistant
School of HRM
Faculty of Liberal Arts and Professional Studies