

YORK UNIVERSITY STAFF ASSOCIATION

YUSATIMES

ASSOCIATION DU PERSONNEL DE L'UNIVERSITÉ YORK

2017.....Perspectives

Welcome Jennifer Brethour and Wendy Galarza to the 2017 Communications Committee! Well, the results are in! The Elections for 2017 are over and there is one full-time position still outstanding. I wish the new Executive Board all the best in 2017! 2016 ended with a bang and 2017 began with a bang! As the year gets underway, YUSA is currently operating without a 1st Vice President. Despite the unexpected disruptions, the work of our union continues to be pushed forward, thanks to dedication of the YUSA Office Staff, Executive Board and our Elected Officials. At the AGM, in October of 2016, there were some pointed questions being asked by the Membership. In each publication, the Communications Committee has repeatedly implored the Membership to submit their questions and/or concerns to YUSATimes. This vehicle is a voice for YOU! Let's start working together.

yusatimes@gmail.com

By: Joy Raymond

IN SOLIDARITY...Aramark Workers Strike

Aramark employees of UNITE HERE Local 75 are currently on strike with some services to be impacted at the York Campus. The strike is the result of unsuccessful negotiations with Aramark.

Union groups on campus showing their solidarity to Aramark employees includes CUPE 1356, CUPE 3903, York University Faculty Association (YUFA), Graduate Student Association (YUGSA), York Federation of Students (YFS) and also the York University Staff Association (YUSA).

Some issues surrounding the bargaining process includes a safer work environment for Aramark workers, paid sick leave, increased pay to \$15.00 per hour.

We hope both side continues to bargain in good faith and hopefully, Aramark UNITE HERE local 75 will be able to negotiate a successful contract for its' employees. Please, pack your patience & treat picketers with respect!



<http://bit.ly/1MAZkfP>

yusatimes@gmail.com

Important Dates: February

Black History Month

Family Day

Convocation

YUSA 2 bargaining

Ongoing Events:

Bible Studies
Thursdays
Scott Religious Centre

Farmer's Market –
Thursdays
11-4pm TEL

<http://bit.ly/INTaiZF>

MEMBER'S MARKETPLACE
visit
<http://bit.ly/INTaiZF>
to list your goods for sale and browse through those of other members

YUSAPUY Planning Session 2017

Business as usual

On February 4 and 5, 2017, the YUSAPUY Executive Board held its annual Planning session. At this meeting, Board Members brought forth great ideas for 2017, discussing a long list of concerns relating to our members, including Job Evaluations and Grievances. I left the meeting feeling hopeful as to member-centric engagement dialogues and energized for what 2017 will bring.

By: Karen Reid



STORY OF COURAGE.....Black History Month

The TAMARA GORDON Foundation...

From the Founder: The Tamara Gordon Foundation is my “Thank You” journey from tragedy to triumph. All of the pain, obstacles and seemingly end of dreams rolled into one “Foundation” of hope that says YES you can, the future is bright and hold many bright tomorrows if you are willing to keep moving forward today. The foundation is here to make a difference in the lives of students with physical disabilities. The Foundation identifies, promotes and advocates for the needs of students with physical disabilities. We encourage and financially assist individuals with disabilities to take advantage of post secondary educational opportunities in the Greater Toronto Area. For additional information, please visit: www.tgfoundation.ca



Ms. Gordon was severely injured in a skiing accident that left her paralyzed and confined to a wheelchair. Ms. Gordon “refused to allow her accident to victimize her or kill the dreams she had”. In June 2009 she graduated from York University with an Honours Bachelor of Administrative Studies degree.

The 2017 award season has begun. To be eligible, you need to have the following criteria:

1. Be a Canadian Citizen or Landed Immigrant with a physical disability.
2. Be enrolled in a program at an Ontario University that is accredited or one of Ontario’s 24 Colleges of Applied Arts and Technology for the 2017 academic year.
3. Be a Grade 12 student in Ontario, or a student already enrolled in a post-secondary program and looking to advance to either year 2, 3, 4 onwards.
4. Demonstrate a strong academic record and demonstrate financial need
5. Demonstrate strong oral and written communication skills

The deadline for submission: **July 7th, 2017.**
Download Application at: <http://tgfoundation.ca/apply/>

DID YOU KNOW?

- ◆ YusApuY stewards may be found at: <https://yusapuy.ca/contact/stewards/>.
- ◆ TRT issues, contact hrhelp@yorku.ca with any queries you may have.
- ◆ Rewards & Discounted coupons: <https://yusapuy.ca/members/rewards-program/>.
- ◆ Jobs may be viewed at: York homepage by selecting “About York U” drop down menu then select “careers”.



On the left, a picture of some YUSA swag on the go courtesy of Communications Committee Chair Joy Raymond #YUSATravels.

Speak Up, Have your say!

From the President

If you were not aware, the Federal Government is considering taxing employer contributions to group health and dental benefit plans. If the federal government does in fact make these tax changes, it will mean that the employer contributions to our group health and dental benefits will be considered taxable income that could add thousands of dollars to your tax bill.

For more information you may want to visit the following sites:

<https://www.thestar.com/news/canada/2017/01/31/ottawa-hears-opposition-to-taxing-health-perks.html>

<https://www.sunlife.ca/static/canada/Sponsor/Static%20Files/FAQ%20E.pdf>

You may also want to visit the site below and send a letter to your MP and the Minister of Finance to let them know what you think of this new tax initiative.

By: Giulio Malfatti

Guest Articles

CCU Stands up for Pensions and calls for Withdrawal of Bill C-27

On October 19, 2016, Liberal finance minister Bill Morneau introduced Bill C-27, an Act to Amend the Pension Benefits Standards Act, 1985. This legislation is aimed at dismantling the defined benefit pension plans that fall under federal regulation and replacing them with target benefit plans, which are pension plans with zero guarantees of retirement benefits for workers.

Read more:

<http://www.ccu-csc.ca/ccu-stands-pensions-calls-withdrawal-bill-c-27/>



HEALTH & SAFTY

DID YOU KNOW?

Paula Gowdie Rose, Chair, YUSAPUY Health and Safety Committee

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.

.....any employee 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? Evacuation procedures would then apply.*

.....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.

We Are In This Together

Paula Gowdie Rose, Chair, YUSAPUY Health and Safety Committee

Having been involved with working with YUSAPUY members over the last nineteen (19) 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.

(Cont. page 5)

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 part of the process is often lacking.

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.

(Cont. page 6)

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 employees on workplace accommodation. Ensure as much as practicable that such employees are 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 could support us in a future workplace accommodation/situation!

Let's pull together YUSAPUY and support our own!

Take care of yourself!



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

Diagnostic information, i.e., the actual name of a medical condition, e.g., Diabetes, etc., 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.*

Medical documentation, e.g., doctors notes, MAACs, etc., should be submitted to the EWB. *Please inform your manager if you have submitted information to the EWB.*

Limitations and restrictions (required for workplace accommodations) can be verbally shared with your manager.

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 EWB are charged with handling medical information in the workplace in a prescribed manner.

Employees are cautioned on discussing medical information in the workplace.

YUSAPUY Awards



Recognizing the years of service of many dedicated members, both past and present, of the York University Staff Association (YUSA), four (4) \$500

One bursary per family, per year will be awarded. Proof of full-time studies will be required before the bursary will be issued. Open to dependents of current members in good standing with YusApuY. .

bursaries have been established, and will be awarded annually to qualified dependents of current YusApuY members, who are enrolled in full-time, continuing post-secondary education for the 2017-18 academic year.

**Speak up!
Have Your Say!**



Updates

LUNCHTIME MINDFULNESS MEDITATION SESSIONS

YusApuY and YUGSA have collaborated to provide Lunchtime Mindfulness Meditation sessions, free of charge to our members.

Research has shown that meditation has many positive effects on physical and mental health of those who practice regularly, so we encourage as many of our members as possible to attend.

The sessions will be guided by a facilitator who is trained and supervised by a clinical psychologist. The sessions are appropriate for all levels, including people who are total beginners to meditation.

The first day of sessions will begin on **Wednesday, February 22** and will be offered on a drop-in basis three days per week.

LOCATION: ROSS SOUTH 167

Monday: 12:10 pm – 12:50 pm & 1:10 pm – 1:50 pm
Wednesday: 12:10 pm – 12:50 pm & 1:10 pm – 1:50 pm
Friday: 12:10 pm – 12:50 pm & 1:10 pm – 1:50 pm

These sessions are only open to members of the York University Staff Association and the York University Graduate Students' Association.

They are offered on a drop-in basis, so you are free to attend on whichever days and times work best for you. To ensure there is enough space, we ask that you contact YUSA's Fitness and Events Coordinator, Kerriane Brown at kerribr@yorku.ca, to let us know you plan to attend.

SONNY DAY
2nd Vice President,
York University
Staff Association

Employee & Family Assistance Program (EFAP)

Contacts:

Call EFAP toll-free 24 hours a day seven days a week for immediate. Confidential help. You will be connected to an EFAP counselor for assistance.

1(800) 387 - 4765 (English)
 1(800) 367- 5676 (French)

Contributions & Comments

If you want to have your say, or have questions, contact us: yusatimes@gmail.com

Si vous voulez avoir votre mot à dire, ou avez des questions, contactez-nous!

If you are interested in becoming a YUSA steward, send an email to

Sylvia Bosch-Karas the Steward Coordinator at: sbkaras@yorku.ca