

SPECIAL ISSUE....COMMITTEE REPORTS – MAY 2017

REPORTS FROM THE FOLLOWING EXECUTIVE MEMBERS:

Glendon Officer's Report (Scarlet Farquhar).....	page 2
Communications Committee Report (Joy Raymond; Chair).....	page 3
Bargaining Committee Report (Wanda Hollingshead; Chair)	page 4
Nominations Report (Sylvia Bosch-Karas; Chair).....	page 4
Membership Officer's Report (Bruno Ritacca).....	page 5
Constitution & Policy Report (Breanne Whitwell; Chair).....	page 6/7
Recommended Books for Reading.....	page 7
Treasurer's Report (Vera Murano).....	page 8
Health & Safety Report (Paula Gowdie Rose; Chair).....	page 9/11
New YusApuY Members.....	page 12
Dates to Remember & Disclaimer Notice.....	page 13

Bonjour! 2017 is passing by far too quickly! The weather is starting to get warmer, and it is great to see the tulips and daffodils starting to make their appearance! We continued with our bi-weekly evening meetings for the Executive Board which I am a part of, and continue to fight for the rights of our workers.

At Glendon, I have continued to keep the membership informed of different initiatives as well as sending updated information coming out of the YusApuY office. The Glendon members would like to see the same programs and workshops being offered to their Keele counterparts and I am still very vocal with YusApuY and HR to try and get those same programs here at the Glendon Campus – it is getting better, but slowly.

Nous avons continuer d'offrir les Brown Bag Lunches, particulièrement Job-E, chaque deux mois. Je suis très heureux de voir une telle grande réponse et de l'intérêt de tout les membres de Glendon. Le prochain session de Job Evaluation sera le 7 juin dans la chambre du sénat.

Glendon members who are involved with your union are: Rosa Tarulli from IT, YusApuY Steward; Mathew Kensett, Glendon Theatre, YUSA Health & Safety, Joint Health & Safety Committee (JHSC) as well as the Joint Ergonomics Committee (JEC); Francesca Di Rosa, Hispanic Studies, Job Evaluation Committee, Mina Yoon, International Studies, Bargaining Committee; and lastly moi, Scarlett Farquhar, Glendon Athletic Club – Glendon Officer, YUSA Steward, YUSA Health & Safety, JHSC, and Community Safety Council. More and more Glendon members are getting involved with YOUR union and that is fantastic, and we are always looking for more!

Le Glendon YusApuY barbecue sera à venir le 23 mai au Manoir. J'espère tous vous voir là-bas. Il est toujours un bon moment pour se réunir avec des gens que vous ne voyez pas trop souvent.

For the YUSA 2 members, YusApuY continues to meet with the employer to discuss your collective agreement.

I look forward to working with you all for the rest of the year. If you haven't been receiving my emails about Glendon initiatives or YusApuY news, please contact me at sfarquhar@gl.yorku.ca and I will add you to my email list.

In Solidarity/en solidarité,
Scarlett Farquhar
Officier de Glendon Officer, YusApuY

COMMUNICATIONS COMMITTEE REPORT - MAY 2017

It has been an absolute “joy” working with the Committee thus far and we would like to welcome new members Jennifer Brethour and Wendy Galarza. Continuing as co-chair is Karen Reid who has been invaluable both in commitment and dedication. Their contributions have allowed the Committee to produce two issues already in 2017 and accomplishing our immediate short-term goals. Enjoy issue three!

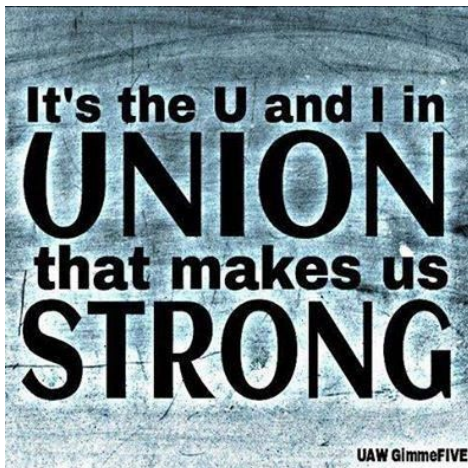
The Committee has been meeting bi-weekly and notwithstanding the absence of a 1st VP, the work of the Union and the Executive Board has continued. A lot of our time is spent at work and we should all strive for decorum in communicating and respecting each other and to working collectively in ensuring a better workplace environment for all.

We would like to thank the membership for taking the time to read the YUSATIMES Newsletters. The Committee puts out a call for submissions, comments, suggestions, etc. in each newsletter with limited responses. However, members will stop elected officials and/or stewards to ask questions that could be responded to more effectively/extensively if sent to yusatimes@gmail.com.

The YusApuY social media platform has been revitalized and the Communications Committee would like to urge the membership to take the opportunity to post their experiences and/or comments that they would like to share at: <https://www.facebook.com/YusApuY/>. Please ensure that you adhere to the YusApuY “Disclaimer Notice”. We want to hear from YOU!

With warmer weather upon us, take advantage of the YusApuY rewards program which offers discounts on a broad range of summer fun activities for the entire family which may be found at: <https://yusapuy.ca/members/rewards-program/>

We will face challenges and adversity; however, standing strong in solidarity we shall rise!



In Solidarity, Joy Raymond – Chair

Karen Reid – co-Chair

GREETINGS FELLOW YUSAPUY MEMBERS!

I am happy to continue my role, for a second year, as Membership Officer 2017 for YusApuY.

As Membership Officer for YusApuY, my primary responsibility is meeting with and providing an orientation for newly hired YusApuY Unit 1 members, which I do on a biweekly basis. The hour or so I spend with these members is definitely the most rewarding part of my volunteering. During the orientation I do my best to provide an overview of what it means to be a part of YusApuY and all the benefits our union has negotiated for us. Since January 2017, I have met with 41 newly hired members; in varying continuing full-time and contract positions. The discussions around the table and the energy I feel always remind me of how fortunate we are to be employed and protected by our union.

Additionally, as Membership Officer, I am a member of the Executive Board, which meets biweekly throughout the year. All Executive Board members – with the exception of the three full-time officer positions (*currently only two, as the 1st VP position is vacant*) – are all volunteer positions. Executive Board members take time from our evenings to participate in these meetings that deal with YusApuY operations and overall union issues. I would like to thank my colleagues around the Executive Board table for their time, devotion and professionalism. I look forward to completing the remainder of 2017 on a successful note.

In summation, it's been a great start to the year; I look forward to our summer hours (Article 26.01c) and thanks to everyone for their continued support and involvement!

In solidarity,

Bruno Ritacca
Membership Officer, 2017

Constitution and Policy Committee Interim Report, 2017

So far 2017 has been a very busy one for the Constitution and Policy Committee!

The Committee's work so far this year has been focused largely on implementing the recommendations that came out of the Election Protest Report from investigator Beth Symes. Given the importance of the recommendations that were made and the volume of the work it entails, the Executive Board struck a working group led by the Constitution and Policy Committee, to ensure that the required work of updating the Election policies and procedures is being undertaken as quickly as possible, with sufficient support. As a Committee of volunteers, the majority of the work is done in the evening and on weekends. It is of utmost importance that we uphold the Constitution while updating and developing our policies even as we consider necessary Constitutional changes. As such, the working group has been working diligently to ensure that we have policy changes related to Elections in time for a by-election and well in advance of the Fall 2017 elections. As you likely already know, the working group has been updating the membership via the listserv and will continue to do so.

To date, the following work has been undertaken in 2017:

- A review of the recommendations within the Report was conducted, all of which were accepted by the Board;
- A review of the 1980s policy manual was conducted with an official Executive Board decision to archive the document as it has not been actively used for decades;
- A review of all policies created since 2000 is underway, with many of the policies undergoing minor revisions to ensure they continue to be practicable (they will be posted on the web ASAP);
- A review of all CCU affiliate documents related to elections was conducted to determine best practice in elections policies and protocols (these will also help to inform Constitutional changes that will be recommended);
- An elections survey was developed and conducted with open participation from the membership to ensure that the policies and procedures that are under development will be in keeping with what the membership wants;
- A review of the results of the elections survey was undertaken, and members who indicated that they want to be contacted to discuss their ideas regarding elections will be contacted shortly;
- Draft election policies and procedures are under development and we expect they will be presented to the Executive Board in June.

At the planning session in February the Executive Board highlighted a number of policy areas to be developed that do not relate to elections. The Constitution and Policy Committee is actively working on policy development on those as well. Some highlights include: further financial policies related to the approval of capital expenditures; policy related to YUSAPUY computers and technological assets; terms of reference for all Committees; etc.

Constitution and Policy Committee Interim Report, 2017 Cont'd

I'd like to close my report by thanking my fellow Constitution and Policy Committee members and the working group for their diligent, hard work. This has been an exceptionally busy year so far and we have lots more work ahead of us! Despite how time consuming this work is, I am grateful for the opportunity to work hard on behalf of all members. This union is only as strong as our commitment to it.

Please reach out if you have questions or suggestions!

Sincerely and in solidarity,

Breanne Whitwell
Chair, Constitution and Policy Committee



Some Recommended Books for your enjoyment:

Please email any recommended books to: yusatimes@gmail.com
We will add them in our next issue!



- ***Bridge to Haven*** - by Francine Rivers
- ***The Fix*** - by David Baldacci
- ***The Immortal Life of Henrietta Lacks*** - by Rebecca Skloot
- ***The Silent Wife*** – by Kerry Fisher
- ***A Mother’s Secret*** - by Renita D’Silva
- ***The Last Breath*** - by Karin Slaughter
(Prequel to “The Good Daughter”)
- ***Hester Takes Charge*** - by Linda Byler

Treasurer's Report



Dear YUSA Members:

It is with great pleasure that I address the Members of our Union to provide an update on the financial status for the first four months of 2017. Financial operations are functioning in a timely manner and updated budget reports provided to the Executive Board on a monthly basis. So far this year, our revenues and expenses are flowing as projected.

Financial updates:

- 1) Fiscal year 2016 has closed; a review engagement of our financial records will be conducted by DPS Group LLP, Chartered Accountants.
- 2) The management of our funds are carefully planned and securely diversified to represent an investment portfolio that combines low risk with good returns, relative to the current interest rates that exist in today's market.
- 3) As part of the Joint Training fund, YUSA received reimbursement from the Employer for fiscal year 2016 as detailed in Article 17.03 of the Collective Agreement.
- 4) Revenues and expenses are reviewed and recorded in a timely manner as we continue our commitment to maintain updated financial reports.

As I begin my fourth year as YUSA Treasurer, I feel privileged to continue in this role, an essential function to the proper financial management of our Union. Thank you to our Executive Board, a team of knowledgeable and dedicated members who provide valuable assistance and work diligently for the benefit of our Union.

Thank you for your support and confidence in my ability to work on your behalf. I hope that my involvement and efforts to maintain financial transparency in our business operations is satisfactory to you as I continue to serve in this capacity for the remainder of the year.

In solidarity,

Vera Murano, YUSA

Treasurer - May 2017

“Unions promote fairness, not just for their members, but for all Canadians.”

YUSAPUY Health and Safety Committee

Paula Gowdie Rose, Chair, and

Labour Co-Chair, YUSAPUY Joint Health and Safety Committee

May, 2017

The YUSAPUY Health and Safety Committee (Committee) is a standing Committee of YUSAPUY, entrenched in the YUSAPUY Constitution. There are currently fourteen (14) members on this Committee. Ten (10) of these individuals serve as **Worker Members** on the YUSAPUY Joint Health and Safety Committee (JHSC). The JHSC is governed by the Occupational Health and Safety Act (Act). The remaining four (4) individuals serve as **Worker Member Alternates** or simply **Alternates**.

Committee Members and contact information	
NAME	EXTENSION # / EMAIL
Sandra Bell (Alternate)	55703 / sandy@yorku.ca
Sonny Day (Worker Member)	33412 / sonny@yorku.ca
Scarlett Farquhar (Worker Member)	88555 / sfarquhar@glendon.yorku.ca
Paula Gowdie Rose (Chair, Worker Member)	55074 / pgowdie@yorku.ca
Wanda Hollingshead (Alternate)	70361 / wandah@yorku.ca
Nicole Joseph (Alternate)	22004 / nicolej@yorku.ca
Mathew Kensett (Alternate Co-Chair, Worker Member)	66722 / mkensett@glendon.yorku.ca
Giulio Malfatti (Worker Member)	33495 / malfatti@yorku.ca
D. Lorraine Mar (Alternate)	77982 / marlor@yorku.ca
Amber Pennington (Worker Member)	22259 / penningt@yorku.ca
Zanita Shamselarijani (Worker Member)	77520 / zanitas@yorku.ca
Krystina Strickler (Worker Member)	22655 / kstrick@yorku.ca
Danny Tilling (Worker Member)	30368 / dtilling@yorku.ca
Kimberly Wilson (Worker Member)	55387 / kimberly@yorku.ca

The mandate of the Committee is to address occupational health and safety concerns, i.e., health and safety concerns that manifest in the workplace. This is achieved through education and advocacy.

Occupational health and safety concerns are not always obvious nor clearly defined. Knowledge and experience will assist in making such determinations. For example, someone who has a health concern will know more about it – what it is, how to respond to the issue, how to live with and manage the issue – more so than another person who knows nothing about that type of health concern.

Additionally, other circumstances can “muddy” the issue of occupational health and safety. For example, maintenance of a building or lack thereof. If a building is leaky, and has been this way for a number of years without any attention to the issue, mould could develop, pieces of the building materials can give way, cold air and rodents now has another route into the building.

YUSAPUY Health and Safety Committee Cont'd

If an Employee's workspace is directly impacted by the leak, this will be an unsafe workplace as these conditions will contribute to the development of respiratory sensitivities and conditions, concrete could fall on the Employee, there will be electrical hazards, temperature concerns and rodent infestations to deal with. Furthermore, being continuously exposed to these conditions will impact the Employee's ability to work with dignity and anxiety levels, leading to frustration and resentment to name a few.

It is not expected that every YUSAPUY Member will be able to determine and deal with occupational health and safety issues on their own. This is where the Committee comes in. Committee Members are here to support YUSAPUY Members, and we do this in several ways. YUSAPUY provides ongoing training for Committee Members. With this training, including experiential learning that comes with practice and learning from others, we advocate for changes on behalf of our Members – changes in practices, as well as policies, to ensure health and safety in the workplace.

Some of the issues we have initiated and/or addressed so far this year:

Deteriorating conditions of campus buildings. The conditions of several of the campus buildings have deteriorated to the point of impacting occupational health and safety. In an attempt to maintain buildings on a budget, York initiated a *Deferred Maintenance Plan*. This means that certain maintenance issues are prioritized and addressed while others are delayed based on the monies that are available. Stedman Lecture Halls, Curtis Lecture Halls, Stong College, the Accolade Colonnade are some of the buildings that have presented concerns.

Homelessness at York. While it has been acknowledged that homeless individuals at York have been identified in the past, it appears that homelessness at York is now more evident. The issue of homelessness was discussed with the Department of Community Safety in relation to the impending opening of the subway at York at the JHSC's March 7, 2017 meeting. It is unclear at this time that any process has been established to address this concern. Additionally, it is unclear to Employees how they should respond to homeless individuals who are identified in their workspaces. Worker Members have been able to determine that homeless individuals occupy York Lanes, the Student Centre, the Accolade buildings and the Victor Phillip Dhadaleh building (formerly the TEL building). If you encounter unknown individuals in your workspace, assess the situation to determine if you should approach that individual or if someone else in the area is better equipped, i.e., training, to do so. You may also contact Security recognizing that this issue may not be a priority for Security at the time that they receive the call.

Revision of the York Health and Safety Policy. Health, Safety and Employee Well Being (HSEWB) in consultation with all the York JHSCs completed an overhaul of the York Health and Safety Policy. The new Policy – **Healthy Workplace Policy** (<http://secretariat-policies.info.yorku.ca/policies/healthy-workplace-policy/>) encompasses all the aspects of the workplace, acknowledges that everyone in workplace has a role to play in occupational health and safety, and more importantly recognizes physical **and** psychological health = well being.

Restructuring of the York JHSCs. HSEWB is in the process of examining the current structure of JHSCs at York with a view to restructuring the JHSCs. Currently, there are five (5) York JHSCs that are organized according to employee groups, i.e., union affiliation: CUPE 1356-1/1356-2, CUPE 3903, YUFA, YUSAPUY, IUOE (international Union of Operating Engineers). HSEWB has held consultations to gather feedback, and are now in the process of evaluating the information they received. The expectation is that a draft "plan" for moving forward will be available in early Fall 2017, and implementation of a new structure would take place by December 2017.

YUSAPUY Health and Safety Committee Cont'd

What could this mean for us? It is unclear at the moment. Until such time that a plan has been proposed by HSEWB, it is not possible to provide an answer. Having said this, it is possible that future JHSCs may not be organized by union affiliation but that JHSCs will have combined representation from each employee group, or that JHSCs may be organized by buildings. What is certain is that the **Committee** will remain as is as it is part of the structure of our Union **and** that YUSAPUY, per the Act, will continue to appoint its own representatives to the JHSC. More to come.

Investigating accidents (“accident” and “incident” are interchangeable). When incidents occur that impact YUSAPUY Members – this includes Unit 1 and Unit 2 Members – per the York **Accident Investigation Program**, Worker Members should be contacted to investigate and sign off on SAIRs (*Supervisor’s Accident Investigation Reports*). There are times when incidents occur but Worker Members are not contacted. If you are involved in an incident please report the incident to your manager. If you have questions about reporting incidents or about the accident investigation process, please contact Committee Members.

Conducting inspections of the workplace. Health and safety inspections are conducted by Committee members on a monthly basis. Per the Act, the workplace must be inspected annually, if not all the buildings then parts of it. Therefore, we may not be present in each workspace every year. Inspections follow the annual inspection schedule (<https://yulink-new.yorku.ca/documents/20182/1186598/2016+YUSAPUY+JHSC+Inspection+Schedule/a01e6584-1f4e-40d3-ab65-303bd3da34ad>). Several variables will impact the buildings that are actually inspected:

- we may have been apprised of particular occupational health and safety concerns in certain buildings
- buildings may not have been inspected the year prior

Responding to Members’ inquiries and requests. If you are experiencing particular challenges in the workplace and you are unsure if these challenges are related to occupational health and safety, please contact Committee Members. We will do our best to answer any questions or point you in the right direction in order to obtain answers.

We rely on our Members to be our eyes and ears. We cannot deal with issues if we are not aware of them!

Take care of yourself.



PGR

NEW MEMBERS

JANUARY 1 TO APRIL 30, 2017

Agbonedescos, Precious	Alexander, Adriane	Alomar Kocur, Carl	Bernaudo, Stephanie
Brethour, Jennifer-Anne	Cabral, Victoria	Cheema, Khansa	Chiu, Mindi
Choi, Eugenie	Cowan, Christopher	Dhanraj, Kyla	Drury, Caroline
Effendi, Ummay	Gubiani, Victoria	Hassani, Michael	Iaboni, Jessica Lauren



Ikik, Despina	Kaur, Sumanpreet	Khalil, Hany	Khalili, Hafez
Lane, Mark	Manimurugan, Lalitha	Maquito, Francette	Mercier, Felicia
Mikhailyuk, Irina	Misieki, Jędrzej	Naganathan, Karen	Orchard, Gloria
Powell, Kisha	Pyke, Cled	Rodriguez, Paula	Sedaghat, Maedeh
Staniland, Elspeth	Stocker, Gerard	Wilson, Nicole	Won, Maria
Zeni, Jackie	Zjakic, Elvira		

dates to remember ...



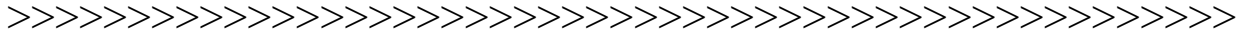
FOR THE PERIOD BEGINNING JUNE 1 TO LABOUR DAY INCLUSIVELY, EMPLOYEE HOURS WILL BE REDUCED BY 1 HOUR AT THE END OF THEIR REGULAR SHIFT EACH FRIDAY OR, ON THE LAST DAY OF THEIR NORMAL WORK WEEK! (SEE ARTICLE 26.01c)



**YUSAPUY'S ANNUAL STAFF APPRECIATION BBQ WILL BE HELD ON THE FOLLOWING DATES:
KEELE CAMPUS ~ JUNE 28th & 29th
GLENDON CAMPUS ~ Held on May 23rd**



YORK UNIVERSITY WILL BE CLOSED ON MONDAY, JULY 3, 2017 FOR THE CANADA DAY HOLIDAY. YORK UNIVERSITY WILL ALSO BE CLOSED ON MONDAY, AUGUST 7, 2017 FOR THE CIVIC HOLIDAY.



DISCLAIMER NOTICE:

YUSATIMES 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".

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, questions, opinions, thoughts, beefs, we would like to put it in the newsletter for the rest of the membership to read. --- Joy Raymond, Chair - yusatimes@gmail.com



2017 Communications Committee