Hi YUSA Members,

We’ve been doing a lot in the union office and I wanted to let you know a bit about what we’ve been up to so far this year.

Grievances

We've been filing a lot of grievances! At this date last year we had filed 18 grievances. This year we have already filed 56 grievances.

The grievances have been for a number of issues, but for example; All three full-time officers (Myself, Wanda and Breanne) have been meeting regularly to review every single CPM job that is posted and if we find positions that we feel should be YUSA positions we are filing grievances to have them brought back into the bargaining unit.

Article 12 (Job Posting) reports

In Article 12 (Job Posting) the employer is required to give the union a great deal of information and reports regarding job postings (when jobs are posted, when postings are cancelled or extended, when postings are filled, etc.) There are also set timelines within which this information must be given to the union. YUSA 2nd VP, Breanne Whitwell reviewed this data this year and it became apparent that in many cases the employer wasn't giving us this information at all, or when they were it was often far past the timeline required in the collective agreement. We filed a grievance in regards to this and since the filing of that grievance this information has been coming to the union office in a much more fulsome and timely manner. We continue to monitor to ensure the employer is in compliance with the terms of the collective agreement.

Unit 2 Bargaining

We've resumed bargaining of the Unit 2 contract! As we said in our bargaining update, we've made it a priority this year to get a fair contract and better compensation for our Unit 2 members. This is important first and foremost because our Unit 2 members benefit directly, but secondarily it benefits Unit 1 because it makes it less attractive to replace Unit 1 jobs with Unit 2 jobs.

It's a sad fact that our Unit 2 members are some of the lowest compensated employees in the university. The food service workers in Aramark cafeterias start at $15 per hour, but Unit 2 pay starts at minimum wage of only $14 per hour.

While the University of Toronto and other institutions have decided to pay all workers at least $15 per hour, York University shamefully has no issues with paying staff minimum wage which is nowhere close to a living wage for an expensive city to live in like Toronto.
**Unit 1 Job Rating**

We continue to work with the employer to move the Unit 1 Job rating process to an electronic format that is AODA compliant. The project to update the benchmarks which are used to rate jobs is ongoing, and as we negotiated in the last round of bargaining, we will be establishing a joint committee to examine the Unit 1 rating process and see if any improvements can be made. YUSA 1st VP, Wanda Hollingshead has been involved in all of these Job Evaluation related issues and she's available to help if you need any assistance with job evaluation issues.

**Unit 2 Job Rating**

We are setting up a committee to rate Unit 2 jobs and ensure that they are being assigned to pay bands correctly. This is something that hasn't been done for years and I've made it a priority this year to get this going. It's important that we do this so that we can ensure that our Unit 2 members are being paid correctly. We've scheduled training and hope to have the committee up and running this month.

**Steward Development**

We have had a joint training day for our stewards and are creating teams of stewards to specialize in subject matter areas. The first team we have created will deal with Attendance Management Program meetings. We will be delivering specific training on the AMP program to the stewards this quarter. We are set to have our trained stewards in the field representing members in AMP program meetings next quarter. If your manager is calling an AMP program meeting for you, please be sure you contact the union office so we can arrange to have a steward with you in the meeting.

**Benefits**

We have filed a number of grievances regarding benefits coverage.

First, we've grieved the "reasonable and customary" limit that Sun Life informed our members was being imposed for orthotics of $550 per pair. Subsequent to our filing of that grievance the employer advised us that there was no reasonable and customary limit of $550 for orthotics and that that message was sent to YUSA members in error.

We have also grieved the fact that the employer has made the orthotics coverage a "rolling date" meaning that your $2000 coverage date beings on the day you purchase orthotics. This is not what we had agreed to in bargaining and unless you buy your orthotics precisely once every two years, this effectively decreases the benefit for our members. We have a similar grievance related to compression stockings.
Policing Contracts

YUTA – YUTA (York University Temporary Agency) contracts are intended to be 3 months long. If there are exceptional circumstances, then the employer can ask for an extension to these contracts but YUSA must grant such a request. I've been scrutinizing these contract extension requests very closely and if there is not a valid reason for the extension request then I have been denying these requests. I'm doing this because I don't want the employer to be circumventing posting jobs as Unit 1 jobs (which have better pay, and benefits and pension) by using YUTA placements and then extending and extending these positions.

Also if we become aware that the employer is putting in a rotating cast of YUTAs to do the same work to circumvent the 3-month limit will grieve. If you know about this happening, please let us know!

Unit 1 - I've also been asking for rationales for the extension of Unit 1 contracts. Sometimes there are legitimate reasons for extending contracts, but if there is not there have been cases where these extension requests have been denied. In cases where the employer just posts another Unit 1 contract we have been grieving. My position is, if there is continuing work, it should be posted as a continuing position with better job security, not as a temporary contract.

In many cases, the employer will say that they need to post the position as a temporary contract because they don't know if they will have funding for the position in the future or because the "department is re-evaluating its needs". If we accept these rationales then the employer could make pretty much EVERY YUSA position a temporary contract, because really there is never any 100% guarantee that there will be funding in the future, and departments are pretty much always reassessing their needs.

If someone has been doing a job for year after year after year, in my opinion, that's probably not a "temporary" position and it shouldn't be posted as such. The employer likes to post positions as temporary contracts because then when the contract ends they don't have to give the YUSA member any of the job security provisions under Article 15 such as priority placement where they have to try to find the YUSA member another job, nor do they have to give them a paid notice period during which they receive their full salary and benefits, which can be up to one year depending on how much seniority the member has.

There have been cases recently where employees who have been doing a contract job for years have applied again for their own job when the contract is reposted and have been told they didn't do well enough in the interview, so the job they are currently working in was being given to someone else. For all of you YUSA members in continuing positions, imagine that you had to reapply for your own job every couple of years, and then imagine being told: "Sorry you didn't do well enough on the interview so the job you were in is being given to someone else."

If we keep letting this employer turn continuing positions into temporary contracts then we become a disposable workforce with no job security! This leads to members who are afraid to assert their rights because their manager could unilaterally decide to end their contract early (something that has happened to a number of our members).

That's not something I want to let happen on my watch folks, so we are looking at this very carefully and we've already started filing grievances regarding this issue and turning our minds to how we can address this in the next round of bargaining.
Response times

Dealing with all of these issues take a lot of time. We are implementing some big, strategic initiatives that are really important, but also really time-consuming. Each of those grievances requires a lot of prep work and documentation. Reviewing all the reports we are getting from the employer and every CPM job posting requires time and analysis.

Something has to give, and I know I have not been as quick to respond to emails as I have been in previous years and if you've emailed me and I've been slow in responding I apologize for that. I'm hoping that as we get more stewards trained up and representing members in meetings this will help balance the load and, in the meantime, I'm working as hard as I can to respond to everyone as quickly as possible.

Ontario Government

The current Provincial government is creating a difficult environment for unionized workers across the province, but especially for public sector unions like ours. There have already been significant budget cuts to the university. Most of the gains workers achieved under Bill 148 have already been repealed by the current government. This has already had directly impacted our membership. For example, our Unit 2 members have lost their 3 paid sick days per year.

YUSA along with all of the other unions on campus have signed onto a joint letter calling on President Lenton and the university to set an example and continue to honour the provisions of Bill 148, however we have not yet received any response.

There will likely be legislation put forward in the coming months that will limit the compensation increases for most workers in the broader public sector. We don’t know all the details yet but as the legislation is put forward, we will keep you updated. YUSA 2nd VP Breanne Whitwell recently attended a consultation with the Ministry of Labour where we joined our voices with other unions in opposition to any such limits to compensation increases.

Despite these challenges, this is not the time for us to back down. The legislation that affects us often swings like a pendulum with one government coming in an eroding the rights of workers until another government comes in and enhances those rights. Right now, we are experiencing the former, but our job right now is to stand our ground to maintain the rights and protections this union has struggled for over 40 years to achieve. We are working hard to do this and achieve gains where we can. Our strength is our solidarity, both with each other within this union, and with our allies across the university, city, province and country.

In solidarity,

Sonny Day
President
York University Staff Association
416-736-5109
Hello Yusa Members,

Here is a short report to let you know what I have been doing during the first few months of 2019 in my role as 1st Vice President.

**Benchmark Project**

The benchmark project is well underway. The Committee began meeting once a month from February to August 2018. We realized quickly, at this incredibly slow pace it would take approximately five years to complete. To expedite the project we began meeting twice per month for the remainder of 2018. It was decided for 2019 we will meet on a more regular basis to enable the committee to complete the project by the end of this year. To date, we have made significant progress in completing new benchmarks for three of the four categories that represent jobs across the University. The categories we have worked on are Library, Technical Computers and Technical Non Computers. We left the largest group, which are Administrative jobs to tackle last. Currently, we are trying to determine if additional new categories would better represent this large group. More updates to follow.

**Electronic Job Evaluation Questionnaire**

YusApuY and York University are working on creating the job evaluation questionnaire in an electronic version. We originally thought this would be an easy process, however, after meeting with folks from UIT they informed us that we needed to complete a Project Concept Document to outline exactly what we want as a finished product. We are currently completing the forms jointly with the Compensation Office and plan to present the documents to UIT for review by the end of May. We hope to get more details about timelines for this project shortly.

**Job Evaluation Drop-in Sessions**

The Job Evaluation drop-in sessions have been very successful and we have decided to continue with them for 2019. The list of dates for both the Keele and Glendon campuses are available on the YusApuY website [http://www.yusapuy.ca/calendar](http://www.yusapuy.ca/calendar). These sessions have helped members feel more confident in the job evaluation process. If you have not gone through job evaluation and are wanting help to start the process, the drop-in sessions are a great resource. No question is too big or too small. It is important that members feel they have support to fill out the forms and understand the process.

**Appeals**

The last appeal rating date was April 4, 2019 and there were six appeals completed for that day. There are currently 14 appeals in the queue that need to be written. I am meeting with individuals who have appealed their ratings to discuss how the process works and determine which factors they will be appealing so a rationale can be written. We are planning to have another appeal rating date sometime over the summer.
Rating Queue and Job Evaluation Raters

Job Evaluation ratings are occurring on a consistent basis. We schedule three rating dates per month and we rate five jobs per day. Vacant revised and new jobs take priority in the queue. While we have had a consistent pool of raters for many years, we have recently seen a drop in the number of raters due to retirements and other obligations. For this reason, we have indicated to the Employer that we need to have a new job evaluation rater training this fall. If you are interested in becoming a rater or would like to get more information about what the time commitment and expectations are, please email yusapuy@yusapuy.ca your contact information. We will be setting up an information session to go over these details and to answer all your questions.

In solidarity,

Wanda Hollingshead
1st Vice President
Greetings YUSAPUY Sisters and Brothers,

I can’t believe how fast time has gone by since being elected into the position as Treasurer.

I entered this role with an eagerness to understand the workings of our Unions finances and to hopefully enhance it to be clear and concise. It has been quite the learning curve and I love a challenge.

There has been a lot of information to take in and I was not comfortable presenting the budget to you, the membership until I had a chance to review and gain a real understanding of our status with regard to the 2019 budget.

Upon taking over this position, I reflect on all the challenges presented to me and also the commitment I made to you, the membership. Through hard work I am now ready to present a budget that will provide you with clear details.

I want us to create an atmosphere of open dialogue and invite you to email me with your questions/concerns to treasurer@yusapuy.ca

I sincerely appreciate and thank you all for your patience and support.

In Solidarity,

Sheila Ferreira

Treasurer
**Officier de Glendon Officer Report, May 2019**

Bonjour! 2019 is passing by far too quickly! The weather is starting to get warmer then colder then warmer again, 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.

Nous avons continué d’offrir les Drop-in’s, et les sessions de Job-E. 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 10 juin dans la chambre du sénat.

Glendon members who are involved with your union are: Rosa Tarulli from IT, YusaPuY Steward and moi, Scarlett Farquhar, Glendon Athletic Club – Glendon Officer, YUSA Steward, YUSA Health & Safety, JHSC, Bargaining Committee, Job-E Rater and Community Safety Council. We need more Glendon members to get involved with YOUR union, so if you are interested in being a part of any committee, please let me know and I can forward your name on to the YusaPuY office.

Le Glendon YusaPuY barbecue sera à venir le 11 juin 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 has resumed bargaining with the employer to discuss your collective agreement. We will also be starting the process of “sore-thumbing” YUSA 2 jobs – which means we will be rating all the jobs to ensure that people are getting paid what they should be getting paid.

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@yusapuy.ca and I will add you to my email list.

In Solidarity/en solidarité,
Scarlett Farquhar
Officier de Glendon Officer, YusaPuY
A union is an organization where members help and protect one another, and work together. It is with great pleasure to represent you as Membership Officer for a second year. I have enjoyed meeting with our new Unit 1 members. It’s the perfect platform to explain YusApuY’s grassroot beginnings and to encourage them to get involved. Being part of a union gives us the opportunity to earn a better wage, gives us access to benefits, a pension and a safe workplace.

Since January, I have had the pleasure to meet with and speak to 78 newly hired YusApuY Unit 1 members.

Remember, a union is only as strong as its members!

In Solidarity,

Mary Polesel
YusApuY Membership Officer
Greetings YusApuY members,

The 2019 Communications Committee wishes you a happy spring, with many opportunities for personal growth, positive goal-setting and new beginnings!

It’s been three months into our term, since the late-January by-election, and we are pleased to present our May report.

Implementing Goals of the 2019 EB Planning Session

On January 19th and 20th, the 2019 Executive Board held a Planning Session at York University, noting priority areas of success and action for the Committee to implement.

The spirit of success and action focuses on engaging our membership in three areas: Strategic Planning; Effective Calendaring; and Consistent Communication.

Strategic Planning

The Communication Committee will genuinely engage our membership, through the following methods:

1) In consultation with Executive Board members, we continue to develop original content – written and visual – that are consistent with the union issues and values of maintaining safe, democratic and humane work environments.

2) Through the strategic use of our media assets (e.g. Facebook, Website & List-serve email), we are aligning our messaging and building alliances, with like-minded union groups, advertising and encouraging our members to participate in campus and community events.

3) We are completing the Spring newsletter! Our goal is to go beyond the requirements of the Constitution, and Committee Terms of Reference, to provide on-line and modern newsletter reports to our membership. We are creating media that invites you to take an interest in your union, whether it is standard union business, past/current or upcoming campus or community events, or the various human-interest pieces presented in our Health, Wellness and Life section.

4) We hope to keep you informed, engaged, and inspired – to feel a sense of pride in your fellow members, their achievements, and in the efforts our union is making on behalf of and in the best interests of our membership!
Effective Calendaring

We are utilizing and growing the capacity and expertise of our committee to create content and to message creatively. Our aim is to support existing YusApuY reporting, by researching back-stories and histories that remind us of where organized labour is today, how we got here, the work in progress, and where we need to be.

Reporting, recognizing and remembering key international, national and local campus events allows us to share and build positive experiences with allied union groups.

Calendaring allows our committee to track potential events and milestones. We have provided Executive Board members with an extensive year-long calendar of events and special dates that are labour-related and of general interest, from which potential communications have and will be proposed and developed.

This project requires ongoing advocacy of issues, sensitization to diverse perspectives, and commitment to inclusion. It also requires consistency, in support of YusApuY’s alliance with social justice, as well as constructive dialogue that upholds faith and goodwill towards our members. It also requires the courage to respond to social change, by working towards including dates that are culturally relevant and representative of our membership base.

Consistent Communication

We are working effectively with our social-media contact person, Sean Cain, to modify and post communications to members and external audiences, based on the media platforms available at YusApuY.

Generating Original Content/Commemorating Key Milestones & Newsletters

As stated, our goal is to create and report well-thought, informative, union-related stories to our members on a regular basis, which are consistent with the YusApuY values of fostering just, equitable, and democratic workplaces. To date, the Communications Committee has supported daily YusApuY reporting with original, bilingual content for International Women’s Day (IWD 2019), the National Day of Mourning (2019), and International Worker’s Day/May Day (2019).

We will report on the Winnipeg General Strike Centenary (1919-2019) between May and June, consistent with member participation in the recent Winnipeg Centenary Conference in May, upcoming conferences commemorating the centennial, and the historical May-to-June strike period. In accordance with our union constitution, our Spring Newsletter will be published shortly, which will promote committee-member engagement, current events, union business and events, a spotlight on Glendon Campus, as well as focusing on life issues via health and fitness, nutrition, arts, and ongoing calendaring of GTA events. We will publish three bilingual (English & French) newsletters in 2019 corresponding with Spring, Summer and Fall editions.

A review of the layout and function of our current website is underway, in order to update and improve how you engage with union information.
Bilingual Correspondence

Glendon Campus engagement is an important priority in 2019. York University has a French-speaking campus and French-speaking union members, whose voice should not be excluded. Through collaboration with Glendon Officer, Scarlett Farquhar, the Communications Committee aims to promote unity, between Keele and Glendon Campuses, through publishing content in French and English. This provides continuity in York University’s past and current efforts to develop a Francophone identity and mission for Glendon Campus, and support and promote official bilingualism, which is consistent with the goals of achieving inclusive workplaces.

York University assisted Glendon Campus to achieve partial bilingual designation, under legal protections of the French Language Services Act (FLSA), and is listed as one of 243 groups, with Public Service Agency (PSA) designation, under FLSA (R.S.O. 1990; O. Reg. 398/93). As a PSA, Glendon Campus works on behalf of the Provincial Government, via the Ministry of Colleges, Training and Universities. Through genuine engagement of Glendon staff, and French communication, our union is in compliance with both the spirit and the letter of this law. We have the capacity to express communications content in French. Accordingly, we will use it to help engage Glendon staff, and in doing so, strengthen ties between all of our membership.

We look forward to engaging all members of YusApuY in our upcoming communications. We value your feedback as we build the strength and relevance of our union in today’s labour market. Please feel free to contact us at: yusacomm@gmail.com

We are stronger together!

In Solidarity and Service,

Angela Nwabuogu
Chair, 2019 YusApuY Communications Committee

Rosa Berdejo-Williams
Member, 2019 YusApuY Communications Committee

Rachel Luo
Member, 2019 YusApuY Communications Committee
Greetings from the 2019 Constitution and Policy Committee!

“Summer afternoon” … are these really the best two words in the English language? Yes, they most certainly are! It sounds glorious to hear those words, a sunny distinction from the lingering cold springtime. But in anticipation, we know the weather will get warmer, the days longer, roses will bloom in June, and we will give farewell to the 2019 spring season.

The Constitution and Policy (C&P) Committee is diligently working on the important documents that govern our union. The work of our committee is to review, create, modify, interpret and maintain the YUSAPUY Constitution and Policy Manual. In this respect, our priority duties in 2019 include a major review of all Articles within the constitution, policy creation and updates (both existing and new) and posting the “new” policy manual on the YUSAPUY website.

In the early months of 2019, the C&P committee intended to send out a survey to the membership for feedback on our governing documents, however, the Executive Board decided that our committee should first engage in a review and update of the critical areas in our constitution and seek input from members following a draft update. All constitutional amendments are to be reviewed and voted upon by the general membership. Article XIV in our constitution details the process for changes to our constitution:

**SECTION 1 – Meeting**

The Executive Board shall submit to a general membership meeting such changes to the Constitution as it may deem necessary for the furtherance of the work of the Union.

**SECTION 2 – Proposed Changes**

Notice of proposed changes to the Constitution shall be given in the agenda of the meeting.

**SECTION 3 – Voting**

All changes to the Constitution shall require a two-thirds majority vote of ballots cast by members in good standing.
SECTION 4 – Quorum

If quorum (see Article X, Section 4a) is not met at the general membership meeting, a vote may be held by mail-in or electronic ballot at the discretion of the Executive Board, no earlier than one week after the scheduled general membership meeting, (see Article XV, Section 2).

At the present time, there are 3 approved policies to be included in our policy manual:

- Chair Co-Chair
- Guidelines for Travel
- Elections

The following policies are under review and awaiting responses from the Executive Board:

- Policy for applying to be a YusApuY Steward, Health & Safety Committee Member, Job Evaluation Committee Member or Ad Hoc Committee
- Proceedings for General Meetings (previously entitled Code of Conduct)
- Hardship Fund
- Non-Disclosure Policy and Agreement

Ongoing C&P committee work:

- Constitutional revisions/updates
- Elections policy review/update
- Listserv policy

The bulk of the C&P work is mostly constitutional changes and updates to policies. This has proven to be a time-consuming task, as significant revisions to these documents have remained undeveloped for many years. We will continue to keep the membership informed on the progress of our work as we draft revisions and create/update constitutional and policy language. Our goals and interests:

- to incorporate the needs of our membership
- to promote the successful business of our Union
- to summarize and finalize updates to the constitution and policy manual
✓ to produce governing principles that reflect our Union’s commitment and service to the membership.

We invite you to contact us at: cp.committee@yusapuy.ca with your suggestions, concerns, or questions in regard to any aspect of the constitution and/or policy documents. Your comments and/or concerns are important to C&P activities and to the purpose and objective of our Union … “the general interests of its members”.

Sincerely,
Masi Benawa, Co-Chair
Vera Murano, Chair
Diana Sargla
May 2019
May 2019 Report to the Membership
YUSAPUY Health and Safety Committee
Paula Gowdie Rose, Chair (x55074, pgowdie@yorku.ca)
Zanita Shamselarijani, Co-Chair (x77520, zanitas@yorku.ca)

Welcome to the May 2019 Report of the YUSAPUY Health and Safety Committee!

The YUSAPUY Health and Safety Committee has been very involved in various issues, including the restructuring of the JHSCs at York, and preparing for the new structure while maintaining service to our members. As you can appreciate, the information provided in our Committee Report is only a mere snapshot of the issues that this Committee addresses.

Effective April 14, 2019, the YUSAPUY Joint Health and Safety Committee was retired. This has been a bittersweet experience for Committee Members. At some future time, we hope to commemorate the work of the Committee from the perspective of the Worker Members – and there is a lot to celebrate!

We take this time to recognize the Worker Members of the former YUSAPUY Joint Health and Safety Committee:
- Sandra Bell
- Sonny Day
- Nadia Dar
- Scarlett Farquhar
- Paula Gowdie Rose
- Wanda Hollingshead
- Giulio Malfatti
- D. Lorraine Mar (on leave)
- Zanita Shamselarijani
- Krystina Strickler
- Danny Tilling

While we may work as individuals on separate issues, we accomplish our successes as a Committee. Furthermore, as has been said many times over, the support of the YUSAPUY Membership is also crucial to our successes! And so we extend our gratitude to Committee Members for their steadfast dedication to the YUSAPUY Membership, and to you, the YUSAPUY Membership for your continued support of the YUSAPUY Health and Safety Committee.

Take care of yourself, PGR and ZS

York JHSC2 Restructuring

In 2018, we informed the membership of impending changes to the York JHSC structure due to mandated changes by the Ministry of Labour (MOL). The MOL did not renew York’s multi-workplace JHSC (MJHSCs) agreements. The MOL considers each York campus a separate workplace.

Previously, York had five (5) JHSCs that were organized around employee groups, i.e., YUSAPUY, YUFA, CUPE 3903, CUPE 1356/1356-2, YUELI and IUOE. Effective April 15, 2019, there are now twenty-three (23) new JHSCs and an overarching Health and Safety Executive Council (HSEC).

Given the number of JHSCs, YUSAPUY required many more Members to participate on the JHSCs as representatives of the union. Per Section 9(8) of the Ontario Occupational Health and Safety Act (OHSA), “the members of a committee who represent workers shall be selected by the workers they are to represent or, if a trade union or unions represent the workers, by the trade union or unions”. In keeping with YUSAPUY’s Constitution, the Health and Safety Committee successfully recruited several YUSAPUY Members who were appointed to the YUSAPUY Health and Safety Committee (HSC) by the YUSAPUY Executive Board. Based on criteria determined by the HSC, Members of the HSC were assigned to the HSEC as YUSAPUY Reps, and York JHSCs either as Worker Members or as Worker Member Alternates – see York website.

 mortgages certain duties by Worker Members, including participating on a JHSC in the place of an absent Worker Member.

2 JHSC = Joint Health and Safety Committee, required by the OHSA in workplaces with more than 20 employees, are comprised of Worker Members (WMs) and Management Members (MMs). Worker Member Alternates (WMAs) are not members of the JHSC but are designated certain duties by Worker Members, including participating on a JHSC in the place of an absent Worker Member.

3 “A MJHSC is a single joint health and safety (JHSC) committee, established and maintained for more than one workplace, each of which would normally require its own JHSC”, Ministry of Labour website: https://www.labour.gov.on.ca/english/hs/pubs/mjhsc.php.
Though this system has been in effect since April 15, 2019, it is still quite a mystery to many. Not all JHSCs have met, and community members are unclear about who to call regarding occupational health and safety concerns. As you can appreciate, this is a new process, and as with system changes, tweaks, adjustments, and modifications will be needed in order to satisfy the needs of the community. Unfortunately, this may take some time, and so your patience and continued support is greatly appreciated as we navigate through this process.

The same reporting requirements exist under the OHSA – if you encounter health and safety hazards in the workplace or sustain injuries in the workplace, report these to your management supervisor. You may also contact members of the related JHSC, the YUSAPUY HSC, or Health, Safety and Employee Well Being (HSEWB).

To see updated information about the JHSCs please access this link using your Passport York login.

Your Health and Safety Committee is firmly rooted in the YUSAPUY Constitution and is now approximately thirty-eight (38) strong and growing. As you can see, representatives are still required for several JHSCs and so if you are interested, please contact Paula Gowdie Rose, Chair (x55074, pgowdie@yorku.ca) and Zanita Shamselarijani, Co-Chair (x77520, zanitas@yorku.ca).

The HSC will convene its first meeting with our new Members on June 4, 2019.

More to come……

Update on Survey on Cleanliness in the Workplace

In July 2018 the HSC prepared and conducted an online Google survey with the YUSAPUY membership about cleanliness at York. As promised, we are providing an update on this endeavour.

While we recognized that the timing of the survey was not optimal, we proceeded with the survey. Our objective was to gather data related to the issue of cleanliness at York rather than continuing to work with anecdotal information, information that we ourselves gathered during workplace inspections or in speaking with employees. Research shows that cleanliness impacts learning. We believe that cleanliness not only impacts learning, it also impacts productivity, as well as employees' well being while in the workplace.

Four hundred and fifty-two (452) YUSAPUY Members responded to the survey. Respondents represented employees across the various York campuses.

The APPA: Leadership in Educational Facilities – Five Levels of Clean was provided for reference. In 2013 it was determined that York was at Level 4 - Moderately Dingy. Since that time, and as evidenced by the survey results, our position is that the level of cleanliness at York may have slipped even lower since 2013.

At the December 4, 2018 meeting of the YUSAPUY Joint Health and Safety Committee, the JHSC agreed to provide the results of the survey to York senior management. At a meeting held on March 21, 2019, it was determined by Carol McAulay, Vice President, Finance and Administration, that the survey results, and issues raised through the survey, would be referred to a Labour Management Committee for further discussion and consideration.

Updates will be provided as they become available.

Recent Lighting Changes

In the early months of 2019 York was successful in being awarded a grant to upgrade lighting to LED lighting. We are aware that light bulbs or “lamps” in buildings at the Keele campus were changed, and this primarily occurred during evening/night hours. If the lighting in your workplace had been changed you would have known as LED lighting is brilliant to the point of blinding depending on the number of lamps being used and the proximity of the lamps to the individual.

There are a lot of benefits to using LED lights notwithstanding the energy saving benefits – see the Natural Resources Canada website for more details.

Lighting was replaced as follows: if a light fixture had place for 4 lamps, four lamps were inserted regardless of the number of lamps that had previously been in the fixture.

Improving lighting across the campuses is a good thing. Over the years, Worker Members of the YUSAPUY Joint Health and Safety Committee have identified locations where there have been deficiencies in lighting that can result in poor visibility and present other occupational health and safety hazards. However, for many years it has been a common practice that if lighting in a workplace was overwhelming to the point of presenting health concerns for employees, Facilities was contacted to remove a lamp, or two or replace lamps with

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4 According to OHSA Section 1, workplace is defined as “any land, premises, location or thing at, upon, in or near which a worker works; (“lieu de travail”). Therefore, workplace is not limited to your office location.
different types of lighting, to address the concerns. 

*These were instances where the conditions of the workplace created occupational health and safety concerns for employees.*

In instances where employees have a health concern related to their vision, they are required to obtain documentation from their healthcare provider in order to be *accommodated in the workplace*.

These are two different scenarios.

During the 2019 lighting change process, and though the HSC consistently raised concerns, the York administration maintained a position that though the conditions of the workplace created occupational health and safety concerns for employees, the onus was placed on affected employees to provide medical documentation in order to be accommodated in the workplace. Section 25(2)(h) of the OHSA requires that employers “*take every precaution reasonable in the circumstances for the protection of a worker*”. York failed to establish a process that considered workplace accommodations that may have been in place prior to the change-over, or consulted with employees prior to making the changes, or considered the impact of the changes on workspaces that are primarily “glass bound”, as well as other variables.

The HSC continues to deal with this issue. If you were negatively affected by these changes, please contact Paula Gowdie Rose, Chair (x55074, pgowdie@yorku.ca) and Zanita Shamselarijani, Co-Chair (x77520, zanitas@yorku.ca).
The year seems to be flying by, we are halfway through May already. The warmer weather is finally here and once again it’s time to update the members on what the Nominations Committee has been doing so far this year.

We have met several times this year and have been working hard going through the entire Elections Policy, highlighting areas that need to be updated and working on new language….eliminating paper copies of notices as members have requested, is one example. We are also trying to bring more clarity to the duties and responsibilities to the various groups involved. This should be finalized soon and then next steps are bringing the changes to the Executive Board for approval.

As I am writing this report, the budget for this year is close to being finalized and approved by the Executive Board. This means the Nominations Committee will once again be preparing an Evote for the approval of the 2019 budget. Once the Evote has been completed, it will be time to once again start putting an Elections Committee together for the Fall elections.

As Chair and Co-chair of the Nominations Committee, Tammy and I also attend the Executive Board meetings that are held bi-weekly. We have several new members this year and as usual the meetings have very full agendas. These meetings usually start around 5pm and go for quite a few hours, several meetings have gone past 9pm….even 10 pm. With a union as large as ours, there is lots to cover.

I would like to take this opportunity to thank the other members of the Nominations Committee, Tammy Paglia and Mark Samaroo for their participation with the committee so far this year.

In Solidarity,

Sylvia Bosch-Karas

Chair - Nominations Committee