Hi YUSA Members,

What a whirlwind of a year this has been! Here's some of the things we've been up to this year:

**Bargaining** - We started off the year with ratification of the Unit 1 Collective Agreement. This agreement brought us sector leading wage increases, as well as increases to paramedical benefits including massage, vision, and major dental coverage. We also did a huge rewrite of the health and safety language in the CA. We had a real challenge with health and safety because the Ministry of Labour revoked our multi-site terms of reference. The employer had asked for carte blanche in dictating a new structure for health and safety, however we stuck to our guns and were able to retain rights related to health and safety and our participation in committees that are the strongest of any bargaining unit on campus.

We recently had our second ratification this year, when our Unit 2 members voted to ratify their new collective agreement. It had been over 15 years since Unit 2 last ratified a collective agreement, which was far too long. When I ran for President last year, I committed to prioritizing this work and we have come through with a delivered contract. Our Unit 2 members will now enjoy a wage increase of 5.3% this year (including the retroactive increases to base). This is a far cry from the first offer the employer made at the bargaining table, which was a (frankly insulting) 0% increase for the years since our Unit 2 members had last received a pay increase.

These increases for Unit 2 help Unit 1 as well, as it makes it more expensive for the employer to create Unit 2 positions when back-filling for Unit 1 or in creating new Unit 2 jobs. This might curb the use of Unit 2 positions and de-incentivize Unit 2 positions over Unit 1 positions. We need to start preparing now for our next round of bargaining, and I’ve already reached out to the other unions on campus so that we can start working together to present a united front to the employer. I’m hopeful that we can get more volunteers to serve on the Unit 2 bargaining committee (which currently only has one Unit 2 member on it) and continue to engage with our Unit 2 members so we will have the leverage necessary to push for further gains in the next round of bargaining.

**Grievances** - We've filed over 120 grievances this year, which is more than double what we filed last year. This has kept us very busy as we have to prepare each grievance file and meet with the employer for each of these, but we felt it's important that we grieve when we feel the Collective Agreement has been violated. We’ve filed grievances about a broad range of issues, work being contracted out, benefits claims being denied, workplace harassment, job postings, the employer not providing us with the reports required in the collective agreement, the employer’s failure to accommodate members in the workplace who have disabilities, discipline that has been excessive, jobs that have been closed without justification, and many more issues. We are trying to work with Employee Relations to resolve grievances before they go to arbitration but when no reasonable settlement is offered we will take things forward for an arbiter to rule upon.
**Pension** - Earlier this year we held pension seminars which over 300 of our members took advantage of and we had really positive feedback. As a result, we've created a more in-depth evening seminar which will be held this week. We’ve also seen a significant uptick in members who’ve taken advantage of the union’s offer to provide members with a meeting with our financial planner prior to retirement.

**Contracts** - This year we’ve told the employer "no" much more often when it comes to the extension of YUTA contracts or other contracts when we felt that these should be posted as continuing positions. We’ve also filed grievances in this regard to the employer posting contract after contract when this should be continuing work.

**Contracting out** - This is a new threat to our bargaining unit which we've recently been dealing with. Contracting out is a practice where the employer hires external "contractors" to do bargaining unit work. These contractors aren't hired according to the provisions of our Job Posting (Article 12) language and the union doesn't receive dues from these non-unionized workers. We've filed grievances regarding this, and in some instances, we've been successful in recovering dues and those contractors have stopped working at the university.

**Steward Development** - For the first time in YUSA's history we had a full day joint training session for both managers and YUSA Stewards which was conducted by the Ministry of Labour. We've also started placing our stewards into teams so that they can shadow more seasoned officers and gain the experience to represent members themselves. This has been off to a bit of a slow start, partly because we are restricted by the employer in how many stewards we can have in training at one time and we also had to wait for the joint training day to take place (and partly because we've been very busy), but we already have one group of stewards who've received training with the Attendance Management Program and have started shadowing AMP meetings. My hope is that in early 2020 these stewards will be attending meetings on their own and this will take some of the pressure off of full-time officers. We will then be conducting further training on other steward teams.

**Labour Council** - For the first time ever YUSA has started to participate with the Toronto and York Region Labour Council. This is one of the most effective and important labour organizations in the GTA. We have to be mindful that as an independent union we need to continue to forge alliances and I along with Wanda, Breanne and other YUSA stewards attended the Labour Council's Stewards Assembly (which was attended by over 1000 union officials from across the GTA). It was a great experience to learn from, and strategize with, these committed labour representatives. Other Labour Council initiatives we participated in were the #DayOfAction event to bring YUSA members together to start a conversation about the impact of Conservative government changes to worker's rights as well as our participation in the Climate Day of Action.

It's a testament to our YUSA members' concern regarding the environment that several members wrote me to ask about the environmental impact of the paper pamphlets we were handing out. Just for the record the Labour Council provided us with pamphlets which were on 100% recycled
paper and printed in a union shop. We always try to balance our environment impact with the potential impact of raising awareness regarding climate issues.

**Unit 2 Job Rating** - The union has the ability to verify that Unit 2 positions are being rated correctly by the compensation office. This is a process known as "sore-thumbing." This is another process that we hadn't previously been prioritizing but, this year we've had several days of meetings with the staff at the University's compensation office and we've also contracted with an external compensation expert so that we can develop the capacity in-house to ensure that our Unit 2 members are being paid correctly for the work they do. In bargaining the Unit 2 contract I strongly advocated for adding language into the Unit 2 collective agreement that enshrined the Union's ability to get access to all the data that compensation uses to rate unit 2 jobs and I'm happy to report that we were successful in getting this language into the newly ratified collective agreement. Compensation has been very helpful and we've already uncovered some areas where the employer's data can be improved.

For the past several years there's been no second set of eyes on this data, and so I've felt that it's important that the union step up and make sure this is being done correctly.

We've identified some experienced YUSA job raters who, along with the full-time officers, will be taking part in checking the rating of Unit 2 jobs going forward. Much of our work so far has been clarifying the process and ensuring that we are on the same page as compensation.

Another advantage of doing this work is that it gives us a very good idea of where the same "temporary" unit 2 positions are being posted over and over and over again, and helps us identify where we have to focus our potential grievances for the employer mis-categorizing continuing work as a temporary contract. Knowledge is power!

**Job Posting Grievances** – We're also in the process of revamping our job posting grievance process. We will be doing a high level review of all job posting grievances with the grievor and our legal counsel so that we can be sure that we are putting forward grievances that will be successful and also to ensure that grievors have realistic expectations regarding the grievance process.

**Fitness Classes** - The CPM association has been trying to take away our fitness space that we've used for our lunchtime fitness classes with Kerrianne so that it can be used by managers. So far, we've been successful in keeping access to the space. It's very disappointing to me that a university that talks about wanting to promote wellness within its workforce has been trying to take away one of the most successful and labour-led wellness initiatives on campus! I also want to remind folks that our meditation classes are still ongoing 3 times per week in addition to our fitness classes that are available Monday - Thursday. You can find the dates, times and locations for all of these events at [http://www.yusapuy.ca/calendar](http://www.yusapuy.ca/calendar).

**Social Events** - We've been doing more to engage this year with the membership. We've had a number of very well attended events: A Tour of the Art Gallery of Ontario, our second trip to Niagara Falls, Axe Throwing. We also had a great ice cream social event before labour day that was co-sponsored by our YUFA friends. I think it's really important that have these events and
encourage our members and their close family and friends to participate and feel that they are part of the YUSA family. There are many members who are not going to come out to a committee meeting, or a drop-in, but who will come out to a fun event and start to get more involved in the union. We’ve earmarked funds that we receive from Johnson Insurance to pay for social events so that our union dues are not paying for these events.

**Officer accessibility** - We’ve continued the very popular drop-in office which we’ve held weekly in a central location. This provides an opportunity for any member from Unit 1 or Unit 2 to drop in and talk to an officer about issues they’ve been having in the workplace. Credit to past president for Giulio Malfatti for starting this practice and this is something we intend to continue. We’ve also extended this so that we have regular drop ins at Glendon Campus and the downtown locations of Osgoode OPD and Schulich Miles Nadal.

I also want to acknowledge that we’ve embarked on so many ambitious new initiatives this year, and successfully negotiated two collective agreements that something had to give. For me, there have been times where I have not always responded to members emails or phone calls as quickly as I would have liked. I recognize that and I’m looking at ways to address that in the future, because I know every member deserves a timely response when they contact the union and that hasn’t always been the case. This is my first cycle as president and I’m hoping that you can bear with and give me the time to put processes in place that I’m confident will help us improve in this regard.

**Thanks** - I want to thank all the amazing members who volunteered their time this year to the union and also to our amazing staff who work in the union office. Whether it’s helping out at ratification, the long hours into the evening and weekends put in by Executive Board members, or the lunchtimes and other hours and hours put in by committee members, this union wouldn’t be able to function without the members who make it work. I’m so appreciative of the many people who bring their skill, passion, and dedication to serving our membership.
Hello YusApuY Members,

It is hard to believe that we are already into October and the final 90 days of 2019. Here is what I have been working on in my role as 1st Vice President.

**Winter Break**

Many members have worked at York University for several decades. These members know that in the past when Christmas day fell on a Wednesday the University would give us two full weeks off for the holiday break. In more recent years, this has not been happening. During the last round of Unit 1 negotiations we tried hard to get the two weeks off in the collective agreement but the Employer said it was not possible. We were not prepared to accept that answer as we had done some research and found that both Ryerson and the University of Toronto administration worked hard to provide their staff members with the full two weeks over the holiday period to spend with family and friends. This was a way for them to show their staff that their hard work over the year was appreciated. We felt that same consideration should be extended to staff here at York University, so we sent a letter to President Lenton explaining this and including links to the U of T and Ryerson examples. We want to give a special thank you to President Lenton for extending the 2019 holiday break to two full weeks. We feel this is a much-needed boost to the morale of YUSA staff.

The last day of work will be Friday, December 20, 2019 and the first day back will be Monday, January 6, 2020.

**Benchmark Project**

The Benchmark Committee is continuing to work on completing the benchmark manual with jobs that have been rated within the past five years. We are now working on the largest category which are the Administrative jobs. We have made significant headway and hope to have this group completed in the not so distant future. We will also need to devise a plan to update benchmarks on a continual basis so we keep benchmarks relevant as jobs evolve with time. We are not quite there yet!

**Electronic Job Evaluation Questionnaire**

YusApuY and York University are working on creating the job evaluation questionnaire in an electronic format. We originally thought this would be an easy process, however, after meeting with Wendy Drahovzal and Karen Furlonge from UIT they informed us that we needed to complete a Project Concept Document to outline exactly requirements as a finished product. We have had several meetings with the Employer working to complete the forms jointly. Our next scheduled meeting will be on October 25th to present the documents to UIT for their review. We are hopeful that UIT has the staffing and resources needed to complete this project for us. We will know more after the October 25th meeting.

**Unit 2 Sore Thumbing**

In 2008, Unit 2 jobs went through a huge pay equity exercise. YusApuY and HR jointly selected 78 jobs to be used as the original base ratings which helped to establish the YusApuY 2 Job Rating System. Consultants that were hired, used the base rating jobs as “Benchmark Jobs” to create the Unit 2 rating tool, which was completed in 2010. The Consultants also developed a set of profiles to give guidelines for the factor levels used to rate the jobs. All existing Unit 2 jobs were rated using these newly created tools along with the benchmark jobs. It was HR staff that did the evaluations with the understanding that both YusApuY and HR would review them jointly afterwards. It took many months to go through between 500 and 800 jobs to make sure they were being rated correctly. Some of the jobs had factor level changes, however, most of the jobs stayed the same as the original rating. This exercise (which is called sore thumbing) finished in late summer 2014. From November 2014 onwards, it was agreed that HR would rate all the new jobs and then send YusApuY a report with those new jobs on a quarterly basis. This way there would be a workable amount of jobs to sore thumb going forward. Dates were to be scheduled for HR and YusApuY to do this sore thumbing exercise together.
The reports have been sent from early 2015 onwards, however, there have never been any meetings scheduled to date. We have been working this year to reactivate the Unit 2 sore thumbing process and have met several times with HR and have made significant progress. Also, we are training a number of the Unit 1 raters how to sore thumb Unit 2 jobs. For succession planning it is important that this process be completed by several individuals so going forward, we don't get into a situation where no one knows how to do it. We need to be sure that Unit 2 jobs are being rated correctly and that Unit 2 members are being properly compensated based on the current Unit 2 rating system.

**Job Evaluation Drop-in Sessions**

The Job Evaluation drop-in sessions are continuing and have been well attended. The list of dates for both the Keele and Glendon campuses are available on the YusApuY website http://www.yusapuy.ca/calendar. As well, we have extended the sessions to the Miles Nadal and Osgoode OPD downtown locations. These sessions have helped members feel more confident in the job evaluation process. If you are thinking about having your job re-evaluated and are want 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. Remember, if you can't attend the sessions, you can always email or call me. I am happy to help any way I can!

**Appeals**

Part of my role as 1st Vice President is to write all the job evaluation appeal rationales. It is a time-consuming process but a necessary component of job evaluation. Currently, there are 17 appeals in the appeals queue. Three have been written and are being reviewed by the members for their input, and I am presently working to complete an additional two which will leave the queue at 12. We are planning to have another appeal rating date by the end of October. I will be contacting the next five members in the appeal queue over the next couple of weeks to meet with them, go over the process in depth and have them select the factors they are planning to appeal.

**Job Evaluation Raters**

We have scheduled dates with the Employer for new rater training on November 11th and 18th. If you are still thinking about becoming a rater but have not reached out to anyone yet, please email yusapuy@yusapuy.ca with your contact information. We would be happy to discuss what is required to become a rater and what the expectations and commitment on this committee would be.

**Unit 2 Bargaining Update**

I am happy to report that we have ratified a new collective agreement for our Unit 2 members. This group has not had a contract bargained since 2003 largely due to a pay equity exercise that took many years to accomplish. We began bargaining with the Employer in 2016 and after four years of on and off bargaining sessions we finally have a new agreement for our Unit 2 members. There are several improvements to the language that have been added that mirror our Unit 1 contract. While this contract does not expire until March 2022, we feel it is important to continue researching and preparing for our next round of bargaining in the intervening years. If there are Unit 2 members interested in being a part of the bargaining team, please put your name forward during nominations.

Lastly, I would like to take this opportunity to thank Sonny Day – President, Breanne Whitwell - 2nd VP and the office staff Filomena Weatherill, Kerrianne Brown and Elizabeth Sankar for their continued support throughout the year. I would also like to thank the Executive Board members and all committee members for their dedicated efforts throughout 2019. I have enjoyed working with all of you!

In solidarity,

Wanda Hollingshead
1st Vice President
Dear members of YusApuY,

It's been a sincere pleasure to spend 2019 in the union office so far, though it has felt like a whirlwind with so much going on across York’s campuses! I want to take this opportunity to let you know about some of the initiatives underway and work that I've taken on as your 2nd VP. Projects that have been collaboratively taken on by all the Officers (such as CPM posting reviews and contract extension reviews) will be included in Sonny’s update. In addition to answering inquiries by email and over the phone, attending meetings with members and liaising with the Employer, here are some of the highlights of the work I've been doing on your behalf:

**Job posting reviews**
Previously, I reported on issues related to job postings and it’s important to keep you updated about that. After filing a grievance pertaining to the job posting reports that we’re entitled to receive, the Employer has started to once again provide us with reports in most instances. It’s incredibly important that we receive the reports we’re entitled to get as it allows us to monitor trends related to hiring. This is something I’ve been actively doing this year, and I’ve noticed a few concerning trends. First and foremost, in a number of cases the hiring process seems to the union to be unnecessarily delayed. In the most offensive case, a position that was posted nearly a year ago is still not filled. It’s not uncommon for the hiring process to take many months. We don’t believe this is fair or reasonable, and we’ve put the Employer on notice that we expect for the hiring process not to be delayed. Where there are delays, we expect for the union to receive the reasons for the delay. The language of our Collective Agreement requires it and to the best of my ability, I intend to ensure that this vital aspect of our Collective Agreement is upheld.

Another concern we have is when members leave departments (due to retirement or otherwise) and these positions are not posted as a full-time, continuing position and instead are posted as a contract or Unit 2 position. We advocate in the strongest possible terms for full time, continuing work for all members.

**Sun Life issues**
We continue to hear from Unit 1 members who experience issues with their benefits claims. For instance, some members have difficulty accessing our full benefits with respect to orthotics, custom compression stockings, dental procedures, vision care and various treatments administered in out-patient environments. As appropriate to the circumstances, we file grievances and we advocate steadfastly with the Pension and Benefits office on behalf of all members who experience such issues with benefits coverage. As I’ve mentioned in previous communications, we encourage all members to review your reimbursements from Sun Life to ensure that there aren’t any issues with your claims and reach out to the union if you think there’s an issue with your benefits coverage.

**Transit issues**
I’ve been YusApuY’s representative on the Parking and Transit Advisory Committee (PATAc) this year. We’ve had 2 meetings so far and I’ve taken that opportunity to raise transit concerns brought to me by the membership, including: Metrolinx/GO Bus services on campus; Metrolinx/GO Train services (specifically, service to York U station); passenger and vehicle safety, especially at Vanier Parking Lot and York Lanes parking area and behind the York University TTC stop on lan McDonald Blvd and York Blvd; among others. If you have questions or concerns related to transit issues on campus, I encourage you to email transit@yusapuy.ca.
External relations
I've already reported on some of the extensive work the union has been doing to build on our established relationships with the Confederation of Canadian Unions (CCU) and the Coalition of Post-secondary Workers of Ontario (CPWO). I reported on the February and June CCU meetings already and will report back on the recent October meeting in the coming weeks. CPWO met in June and will be meeting again in late November/early December. We've also been building a relationship with the Toronto and York Region Labour Council. We attended a GTA Steward's Council meeting they held earlier in the year and we used their meeting template for our June 7 'Lunch and Learn' where we discussed resisting the provincial Conservatives' harmful legislation. I recently shared more details about YusApuY's Day of Action activity and the questions, tools and templates for reaching out to your MPP to voice your concern for the proposed legislation that – if passed – will cap wage increases all across the broader public sector, including YusApuY wages. Given the direction the Conservative government has taken with respect to social policies and the broader public sector, it's important that we build strong relationships with workers in other post-secondary institutions and across the public sector to strategize on how to respond to the recent and anticipated legislation related to the education sector coming from the Ford government.

As for on-campus relationships, the union has been meeting regularly with the Cross-Campus Alliance (CCA) to build solidarity between union groups on campus. On the Thursday before Labour Day we jointly hosted a drop-in Solidarity Mixer so that members of our respective union groups could come together, mingle and share stories in camaraderie. So far this year, the CCA has jointly endorsed messages to the University President regarding the University's response to inclement weather as well as it's response to the repeal of Bill 148 and loss of protections for our most precarious workers on campus.

Learning and development
In July, I participated in a one-day training with St. Stephen's Community House on conflict resolution and negotiation skills. During the training we explored defining conflict and conflict resolution processes; the dynamics of conflict escalation; the power of acknowledging feelings, needs and values; how to clarify issues and common ground for constructive dialogue; how to raise concerns without triggering defensiveness, and using principles of negotiation to generate win-win solutions. In September, I participated in their three-day training on interpersonal mediation. The training focused on developing practical skills and techniques to mediate interpersonal disputes as a third-party neutral conversation facilitator, based on the St. Stephen's three phase mediation model. The model focuses on empowering people to resolve their own conflicts through mutual understanding and cooperation. The purpose of both trainings was to enhance my ability to respond to conflicts in my role as your 2nd VP. As an introvert and someone who struggles with the anxiety that conflict can cause (as many of us do), it's been both a challenge and a great opportunity for me to participate. St. Stephen's House is a not-for-profit community agency that provides training and mediation services for all sorts of organizations, and their philosophy is that conflict is inevitable and often provides opportunities to promote a more positive workplace and organization culture. When conflicts are addressed with compassion, you can reduce tension and stress related to workplace conflict by ensuring that people feel heard and understood even if they continue to disagree.

Membership survey
Earlier this year, the Executive Board developed a survey which was conducted in late Spring. We conducted the survey to get a better idea of what you think has been working and what hasn't been working in terms of the union, our initiatives and communications. The results of the survey were shared with the Officers and Executive Board over the summer and we've been working to determine both short and long-term strategies.
In the short term, the survey helped the Board to determine several social events that have been hosted, including: Axe Throwing; the trip to the Blue Jays Game; the AGO tours; the Niagara trip, and the fall/winter events that have yet to be announced (stay tuned!).

The Executive Board is working on a report that will summarize the survey findings and the middle- and longer-term strategies and initiatives that flow from your responses. That report will be shared with you all as soon as it’s finalized. I had hoped the report would be out by now, but these things take time and careful consideration. The results will continue to guide the 2019 Executive Board and I hope will inform Executive Boards in the coming year(s) so that the Boards’ initiatives are guided by what the membership wants to see.

In closing, I want to thank my fellow full-time Officers, the 2019 Executive Board members, Committee members, stewards and YusApuY office staff for making my year in the office as fun-filled as it was challenging. I also want to thank the membership for allowing me to serve as one of your elected full-time Officers – it’s truly an honour to work on your behalf. There’s still so much more work yet to be done.

With gratitude and in solidarity,

Breanne Whitwell
2019 YusApuY 2nd VP
Looks like I’m going to repeat myself in saying, WOW! What a great start to our new academic year. The weather in September has been fantastic.

I want to say that it has been a wonderful experience to serve as your Membership Officer for the last two years. As your Membership Officer, I attend the biweekly YusApuY Executive Board Meetings. Since January, we have welcomed 159 newly hired YusApuY Unit 1 members. It’s always exciting to see our union grow.

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

In solidarity,
Mary Polesel

Membership Officer, 2019
Dear YUSAPUY Sisters and Brothers,

As I sit at my computer getting ready to write this report, I can’t help thinking about how fast this year has gone. Fall is my favourite time of year, but I feel it should still be a couple of months away.

I’ve been very busy with my role as Treasurer in reviewing the processes that are in place and seeing how we can enhance them.

For example:

1. I’ve been working with the Bookkeeper to review our accounts to make sure items are allocated to the correct Quick Books accounts.
2. I’ve been looking at the different processes that are in place on reconciling the accounts to see where we can streamline them and maybe even reduce the amount of time that it takes to do the reconciliations.
3. My self and the past Treasurers along with the Second VP Breanne Whitwell are in the process of working on a transition document for the Treasurer role and we will have that in place before January 1, 2020.
4. I’m reviewing along with the Chair of the Constitution & Policy Committee (Vera Murano) the Expense Forms/Guidelines and the Hardship Request Form.
5. Based on the feedback I got at the budget meeting I’m also working on revamping the look of the budget format.

It’s been a great 9 months and I’ve enjoyed every minute of it. I’ve broadened my knowledge of our union and how our Executive Board works and I’m very proud of the direction we are going.

As always if you have any questions or concerns please do not hesitate to contact me at treasurer@yusapuy.ca.

In Solidarity,

Sheila Ferreira

"Love the trees until their leaves fall off, then encourage them to try again next year.” – Chad Sugg
Officier de Glendon Officer Report, October, 2019

Bonjour! Happy Fall everyone and Welcome to the AGM. Being the Glendon Representative again this year has been very rewarding and fulfilling. We continued with our bi-weekly evening meetings at Keele for the Executive Board which I am a part of, and continue to fight for the rights of you, our workers.

The Glendon BBQ this year was a great success. Thank you to everyone who came out. I think it was a record turnout. 55 members! 70% of the Glendon YusApuY members - AMAZING!

I have continued to keep the membership informed of different initiatives as well as sending updated information coming out of the YusApuY office. Our lunchtime Yoga class on Thursdays is still going strong – it really does make a difference in members lives. I am still very vocal with YusApuY and HR to try and get the same training programs here at the Glendon Campus – it is getting better, but slowly.

Nous avons continuer d’offrir les YusApuY Drop-In’s chaque deux mois et des sessions d’évaluation d’emplois les deux mois suivants. Voir le calendrier sur le site-web www.yusapuy.ca pour tous les dates.

Glendon members who are involved with your union are: Rosa Tarulli, ITS, YusApuY Steward, YusApuY Health & Safety committee and Worker member alternate on the Joint Health & Safety Committee (JHSC), and moi, Scarlett Farquhar, Glendon Athletic Club – Glendon Officer, YUSA Steward, YUSA Health & Safety, Glendon JHSC co-chair, Job Evaluation rater and Bargaining Committee. We are always looking for more YusApuY members to get involved with YOUR union. If that is something that you are interested in, please send me an email.

Thank you to everyone for emailing or calling with questions you have about the Union and about the Employer. I am glad to help. 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.

Merci beaucoup.

In Solidarity/en solidarité, Scarlett
Farquhar
Officier de Glendon Officer, YusApuY
Greetings from the 2019 Constitution and Policy Committee!

"The trees are about to show us how lovely it is to let things go." The final days of summer solace lead us to the autumn chorus, and we enter the season of nature’s beauty and fruitful harvest. Is it true that autumn is more the season of the soul than of nature, as asked by Nietzsche? Who can refuse that delightful temptation to leap into the depths of a crisp, colorful, mountain of leaves?!

When we are not frolicking in autumn leaves, the Constitution and Policy (C&P) committee members continue to work on revisions to our constitution and to reviewing policies and procedures. Our constitution was written decades ago, and only minor changes were made in 2015 and consequently it requires a comprehensive examination in entirety. While there are many revisions which have already been reviewed, considered, and ready to be presented, we expect to also introduce other important sections that we believe are essential to the governing of our union. These additions will establish legislations to provide more descriptive language on who we are – our purpose, our governing body, our members, and our endorsement for the fundamental rights of our members.

This work is monumental for a team of three individuals whose "mission impossible" occurs outside our normal working hours and who have already accomplished critical changes to certain articles in our constitution, and to policy creation and revisions. As stated in our May 2019 report, all proposed constitutional amendments are reviewed by the Executive Board, presented to the membership, and voted upon requiring a two-thirds majority vote. (Article XIV).

Here is the link to our current constitution: https://yusapuy.ca/members/constitution/

CONSTITUTION

The following Articles are under review and are propositioned for amendment:

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POLICIES

The current and active policy manual has been uploaded on our website at https://yusapuy.ca/members/policy-manual/. These policies and/or operating procedures are:

- Policy for the Role and Selection of Chairs and Co-chair Alternates
- Guidelines for Travel
- Elections Policy
- Proceedings for General Meetings

The following policies are still under review pursuant to input from the Executive Board/Committees:

- Policy for applying to be a YusApuY Steward, Health & Safety Committee Member, Job Evaluation Committee Member or Ad Hoc Committee
- Hardship Fund
- Confidentiality Agreement

Ongoing C&P committee work:

- Listserv policy

Committee members continue to support these goals for a successful renewal of our legal documents:

✓ 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 purpose and objectives (Article II) and service to the membership.

We hope to present some of the proposed constitutional changes to the membership by the end of this year, 2019. 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.

We invite you to contact us at: cp.committee@yusapuy.ca with your suggestions, concerns, or questions regarding any language or work-in-progress on the constitution and/or policy documents. Your interest and contributions are vital to the continued achievements of our union and especially important to C&P committee members.

Sincerely,
Masi Benawa,
Co-Chair Vera Murano, Chair
Diana Sargla
October 2019
Grievance Committee Report

It has been a very busy year as we’ve reviewed 99 files, listed below. Policy grievances include, exclusion from bargaining unit, denial of benefit coverage, removal of snow and ice and lighting issues.

<table>
<thead>
<tr>
<th>Type</th>
<th># of Grievances</th>
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<tr>
<td>Accommodation</td>
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<tr>
<td>Discipline</td>
<td>8</td>
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<td>Failure to Priority Place</td>
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<td>Group – Overtime</td>
<td>1</td>
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<tr>
<td>Harassment &amp; Discrimination</td>
<td>1</td>
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<tr>
<td>Health &amp; Safety Violation &amp; Compensation</td>
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<td>8</td>
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<tr>
<td>Job Posting</td>
<td>33</td>
</tr>
<tr>
<td>LOA Denied</td>
<td>2</td>
</tr>
<tr>
<td>Policy</td>
<td>32</td>
</tr>
<tr>
<td>Termination</td>
<td>4</td>
</tr>
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The 2019 Grievance committee.

Lisa Bunker (Alternate)
Giulio Malfatti
Anne Ralph (Chair)
Zanita Shameselarjani
Kimberly Wilson (Co-Chair)

In Solidarity,
Grievance Committee
Fall is here, cooler temperatures are coming and it is time once again for our committee report.

Since my May report, the Nominations Committee has finalized changes to the Elections Policy. These changes were presented to the Executive Board where they were approved and the updated Elections Policy has been added to the YusApuY website. We then reached out to the membership to start organizing the Elections Committee for this year and coordinated a training session with a facilitator which was held earlier this month.

As per a recommendation from last year’s committee, I have worked on creating an electronic task list with dates for all the various steps that need to be done during the election period. This clarifies tasks and deadlines for the Nominations Committee, the Elections Committee and the YusApuY office staff.

We have organized an Info Session on the officer and committee positions that are available in the upcoming election to be held Tuesday October 1st. The Nominations Committee will be available for questions regarding any of these positions.

In addition to the above, attending the biweekly evening YusApuY Executive Board Meetings have made for a busy few months. I would like to take this opportunity to thank the other members of the Nominations Committee, Tammy Paglia and Mark Samaroo for their work with the committee this year.

In Solidarity,

Sylvia Bosch-Karas
Chair of Nominations
The YUSAPUY Health and Safety Committee is a Standing Committee of YUSAPUY, entrenched in YUSAPUY's Constitution. Our mandate is to work with, advocate for, support our Members on issues relating to occupational health and safety, i.e., issues in the workplace that affect YUSAPUY Members' health and safety whether in their direct workspaces, in the course of completing work responsibilities or anywhere on the employer's property.

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

Over the past several months, the YUSAPUY Health and Safety Committee (Committee) has been consumed with the restructuring of the York JHSCs and its aftermath. Change management requires a transition period between former processes and new processes. Time, effective management and transitional processes are needed to ensure that issues do not fall through the cracks, that processes that had begun before the change occurred could continue and progress to completion and that employees' health and safety are ensured throughout the full process.

Transitional processes were not clearly evident to the community. Communication about occupational health and safety concerns continues to be a concern for the York community as a whole. Since the change, community members, including YUSAPUY Members are unclear about how to address occupational health and safety concerns and so there is a concern that occupational health and safety concerns are being under reported, hence not being addressed. In some instances, it has been reported that certain managers are actively discouraging employees from contacting Committee Members. Moreover, the accuracy of the information being relayed to the JHSCs seems debateable as it may not be in compliance with the Ontario Occupational Health and Safety Act (OHSA). Furthermore, the York administration does not recognize some Committee Members who have been assigned to JHSCs as representatives of YUSAPUY, including the Chair of the Committee.

The Committee was also affected by the changes and so we are also in a process of adjustment, providing information, training and support to the newer members of the Committee. Despite the changes, the Committee is still active and working on behalf of the membership. Your patience and continued support is appreciated!

The Committee is now 43+ members strong (see below for a contact list), and we are still recruiting. If you are interested in participating, please contact Paula Gowdie Rose, Chair (x55074, pgowdie@yorku.ca) and Zanita Shamselarijani, Co-Chair (x77520, zanitas@yorku.ca).

In closing, we take this opportunity to acknowledge Committee Members for their commitment to serve the YUSAPUY Membership.

Take care of yourself, PGR and ZS

**Reporting Incidents and Hazards in the Workplace**

Despite the changes to the JHSCs, reporting requirements under the OHSA remain the same. 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 Health and Safety Committee (see below) or Health, Safety and Employee Well Being (HSEWB).

**Weather Conditions**

Fall has arrived, and with it comes temperature fluctuations, various forms of precipitation, and of course movement towards winter-like weather and Winter. Changing weather conditions are a source of concern for most of us especially the w-word – WINTER!

Winter 2019 elicited fear in many of us, and we certainly hope for a safer, more predictable and manageable Winter 2020. Having said this, there are only so many things within our immediate control and the weather isn’t one of them. So, our best defense is to prepare ourselves as best as possible, and in the process "keep our head"! That is, keep our wits about us, know our responsibilities, particularly as it relates to employment (workplace), and ensure that we are in compliance, use common sense and **think and practice safety – safety for ourselves and those around us.**
Here are some ways for us to prepare for changing weather conditions:

1. First, we need to remember that we are all coming from different parts of the GTA, and that we are all different. It is not reasonable to expect that everyone will experience and respond to weather situations the exact same way.

2. Listen to the weather report daily BEFORE heading out of your home. This will help with deciding how to dress for the weather and also help to gauge your level of comfort and your reality with practicality, e.g., taking public transit or driving, walking conditions, etc. If you do not live in Toronto, check the weather report for the city in which you live, as well as Toronto, the city that you will be travelling to (we are a community of commuters!).


4. Download and install the York U Safety App (Google Play, Apple App Store) and monitor for announcements.

5. If you believe the weather conditions are safe and manageable then proceed as you would with care. Give yourself additional time to navigate your travel to York. Wear appropriate footwear for the weather conditions. Slow your pace and slow your gait while walking.

6. If even with additional time, the weather conditions cause delays in your arrival at York, do not panic! In a safe manner, i.e., pull off the road if needed, contact your management supervisor and let them know that you will be late due to the weather conditions.

7. If the university is open and you believe the weather conditions in your community are unsafe for you to travel to York, contact your management supervisor – email is recommended. Indicate to your manager that the weather conditions are unsafe and that you will use a vacation, personal or lieu day to be away from work. You will enter this time away into the TRT.

8. If you arrive at York and you believe the condition of the surfaces, e.g., walkways, parking lot, etc., are unsafe, then stop where you are or retrace your path to a safe location and contact your management supervisor. Indicate to your manager that you are currently at [location] but that the condition of the surface at [campus] is unsafe and you are concerned for your safety to make it to the office. You are seeking your manager’s assistance in making it safely to the office from your location.

9. You may also try to connect with your workplace colleagues in your attempt to contact your manager. You may even contact Facilities (416-736-2100 x22401) to address the conditions of the surface.

10. If you were unable to connect with your manager after some time, you will make a determination on how to proceed. If you choose to retrace your path and return home, then that will need to be relayed to your manager and part of that discussion will include how your time away from work will be allocated.

11. If the university is closed with advanced notice as per the Weather Emergencies Policy (https://secretariat-policies.info.yorku.ca/policies/weather-emergencies-policy/) and its associated Procedures (https://secretariat-policies.info.yorku.ca/policies/weather-emergencies-procedures/) then we have a snow day at home.

Under employment laws, workers have responsibilities. Also, your manager is responsible for you in the workplace.

If your travel to York was delayed due to weather conditions or remaining in your vehicle in the parking lot or at the bus shelter while trying to connect with your manager/colleagues/facilities causes you to be further delayed from arriving in the office do not panic! As long as you have sent an email, left voicemail, attempted to reach others you are doing exactly what is required of you as an employee - satisfying your due diligence.

The reality is that unless you had a pre-approved day away from the office, it is your responsibility as an employee to connect with your manager and inform her/him about your intentions for the work day.

Article 33.07 in the YUSAPUY Unit 1 Collective Agreement speaks to inclement weather.

The objective is safety. For ourselves and for others.

Joint Recommendation: University Closures

For your information, attached you will find a copy of a Joint Recommendation about University Closures (dated March 8, 2019) that was issued by the YUSAPUY Joint Health and Safety Committee to Carol McAulay, Vice President, Finance and Administration, as well as the response received from Carol McAulay.
# YUSAPUY Health and Safety Committee

<table>
<thead>
<tr>
<th>Name</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ajantha Ariaratnam</td>
<td>ext 44457</td>
<td><a href="mailto:ariart@yorku.ca">ariart@yorku.ca</a></td>
</tr>
<tr>
<td>Adam McLean</td>
<td>ext 44575</td>
<td><a href="mailto:mclean1@yorku.ca">mclean1@yorku.ca</a></td>
</tr>
<tr>
<td>Breanne Whitwell</td>
<td>ext 33412</td>
<td><a href="mailto:breanne@yusapuy.ca">breanne@yusapuy.ca</a></td>
</tr>
<tr>
<td>Calin Crainic</td>
<td>ext 55185</td>
<td><a href="mailto:crainic@yorku.ca">crainic@yorku.ca</a></td>
</tr>
<tr>
<td>Clara Halpern</td>
<td>ext 44021</td>
<td><a href="mailto:clarajh@yorku.ca">clarajh@yorku.ca</a></td>
</tr>
<tr>
<td>Connie Tomaso-Romano</td>
<td>ext 33621</td>
<td><a href="mailto:cromano@yorku.ca">cromano@yorku.ca</a></td>
</tr>
<tr>
<td>Dan Tilling* (CW)</td>
<td>ext 30368</td>
<td><a href="mailto:dtilling@yorku.ca">dtilling@yorku.ca</a></td>
</tr>
<tr>
<td>Nneka Roberts</td>
<td>ext 66228</td>
<td><a href="mailto:robenn@yorku.ca">robenn@yorku.ca</a></td>
</tr>
<tr>
<td>Paula Gowdie Rose* (Chair) (CW)</td>
<td>ext 55074</td>
<td><a href="mailto:pgowdie@yorku.ca">pgowdie@yorku.ca</a></td>
</tr>
<tr>
<td>Riad Rajab</td>
<td>ext 44154</td>
<td><a href="mailto:riad.rajab@lassonde.yorku.ca">riad.rajab@lassonde.yorku.ca</a></td>
</tr>
<tr>
<td>Rita Parente</td>
<td>ext 77389</td>
<td><a href="mailto:rita729@yorku.ca">rita729@yorku.ca</a></td>
</tr>
<tr>
<td>Rosa Tarulli</td>
<td>ext 88142</td>
<td><a href="mailto:rtarulli@glendon.yorku.ca">rtarulli@glendon.yorku.ca</a></td>
</tr>
<tr>
<td>Sam Eyles-Frayne</td>
<td>ext 20120</td>
<td><a href="mailto:safrayne@yorku.ca">safrayne@yorku.ca</a></td>
</tr>
<tr>
<td>Sandra Bell* (CW)</td>
<td>ext 55073</td>
<td><a href="mailto:sandy@schulich.yorku.ca">sandy@schulich.yorku.ca</a></td>
</tr>
<tr>
<td>Sandy Simonetta</td>
<td>416-736-9675</td>
<td><a href="mailto:sandsimo@yorku.ca">sandsimo@yorku.ca</a></td>
</tr>
<tr>
<td>Scarlett Farquhar* (CW)</td>
<td>ext 88555</td>
<td><a href="mailto:sfarquhar@glendon.yorku.ca">sfarquhar@glendon.yorku.ca</a></td>
</tr>
<tr>
<td>Shelby Vavra</td>
<td>ext 55971</td>
<td><a href="mailto:svavra@edu.yorku.ca">svavra@edu.yorku.ca</a></td>
</tr>
<tr>
<td>Sonny Day* (CW)</td>
<td>ext 33495</td>
<td><a href="mailto:sonny@yusapuy.ca">sonny@yusapuy.ca</a></td>
</tr>
<tr>
<td>Stefania Piacente-Battisti</td>
<td>ext 55354</td>
<td><a href="mailto:piacente@yorku.ca">piacente@yorku.ca</a></td>
</tr>
<tr>
<td>Steven Wardle</td>
<td>ext 58229</td>
<td><a href="mailto:wardle@yorku.ca">wardle@yorku.ca</a></td>
</tr>
<tr>
<td>Victor Wolters</td>
<td>ext 55254</td>
<td><a href="mailto:victorw@yorku.ca">victorw@yorku.ca</a></td>
</tr>
<tr>
<td>Wanda Hollingshead* (CW)</td>
<td>ext 44528</td>
<td><a href="mailto:wanda@yusapuy.ca">wanda@yusapuy.ca</a></td>
</tr>
<tr>
<td>Zanita Shamselarijani* (Co-Chair) (CW)</td>
<td>ext 77520</td>
<td><a href="mailto:zanitas@yorku.ca">zanitas@yorku.ca</a></td>
</tr>
</tbody>
</table>

*More experienced/Seasoned Health and Safety Rep

CW=Certified Worker (completed certification training)

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**DO YOU NEED ACCOMMODATION IN THE WORKPLACE?**

- Are you disabled?
- Have you recently been injured or suffer from an old injury that affects your ability to work?
- Have you been injured in the workplace?
- Are you in contact with the York Health, Safety and Employee Well Being (HSEWB) department or WSIB?

**YOU ARE NOT ALONE!**

YUSAPUY: Tel: 416-736-5109/Email: Yusapuy@yusapuy.ca
See link to the following documents:
Joint Recommendation: University Closures
Response from Carol McAulay

https://yusapuy.ca/2019-04-02-vpfa-response-re-jhsc-ref-01-19/

Greetings fellow YusApuY members,

Fall is officially here, but the shifting weather makes it feel as if we are still somewhere between Summer and Fall. We grapple with alternating warm and cool days, the threat of rain, and wardrobes that include short sleeves and coats, just days apart.

We hope this report finds you well, as the Fall season leads you bravely through positive changes and, of course, towards the approaching holidays!

In our May 2019 report to the Membership, we presented the 2019 Communications Committee’s strategic plan for putting in place some key improvements to certain union communications, and reported on this progress, with regard to completed and ongoing projects. We identified Strategic Planning, Effective Calendaring, and Consistent Communication, as priority areas for Communications Committee “success” and “action” in achieving genuine and meaningful member engagement and accountability.

Five months after our May 2019 Report, we review what we aimed for, where we currently are in our efforts, and what we aim to complete, by year’s end.

**Strategic Planning: Generating Original Content, Commemorating Key Milestones through Calendaring, and Publishing Newsletters**

Original written and artistic content that commemorated important dates and milestones in the labour movement, drawn from a calendar of potential dates that were presented to Executive Board (EB), were successfully published in 2019. This content complimented current internal/external activities by YusApuY officers; it also affirmed international, national and local events in organized labour that allow YusApuY to share and build positive experiences with allied union groups. Back-stories and histories of such dates/events were researched and visual art and photos were created to represent past and ongoing issues and achievements in the journey of organized labour, consistent with union issues, and reflecting YusApuY’s commitment to democratic values, safe and inclusive work spaces, and achieving incremental progress in working conditions.

Please review completed media for International Women’s Day, National Day of Mourning, and International Worker’s Day/May Day for 2019. Look out for educational media that compliment YusApuY’s participation in the Confederation of Canadian Union’s 100th Anniversary of the Winnipeg General Strike (1919-2019), this past May, and in the 50th Anniversary Convention (1969-2019) that was held this October 2019, which will be featured in the upcoming Fall 2019 YusApuY Newsletter.
To date, significant original content within a modern layout was created and published as two (2) full newsletters – Spring 2019 editions in English (“Spring in the City”) and French (“Printemps dans la Ville”). According to our strategic plan, this newsletter correspondence with members was hosted online and exceeds expectations of the Constitution, and Committee Terms of Reference for the Communications Committee. The newsletters reported union business from/about Officers, Committees and Steward Advocates, and invited members to volunteer, train with and directly contact their union via the section “Your 2019 Executive Board”, which featured their photos and interactive presentation slides and photo galleries. A “Union News & Events” section informed and creatively advertised ongoing and upcoming member business, issues, and community social engagements. Also, the closing section, “Signs of Spring”, provided the opportunity for staff to connect with the colourful and positive images of a photo wall.

The section “Spotlight on Glendon Campus” used a Q&A format and photo gallery to inform and showcase the unique setting of our bilingual staff members. We continue to engage our French and English-speaking members, by creating Glendon-specific content that appeals to all staff, and publishing media in both official languages. The current Fall 2019 Newsletter continues the section “Spotlight on Glendon Campus”, with the story header titled “Say Oui to YusApuY”. The Spotlight will provide an educational retrospective of York University’s campus expansion and current service. Please refer to the 2019 Communication Committee’s May 2019 Report to the Membership for more information on Glendon Campus’s legal designation as a public-service provider under the French Language Services Act (FLSA), and how YusApuY’s creation of bilingual content assists compliance with its standards, helps create a diverse and inclusive workplace, and strengthens collective ties between our union members of various language and cultural backgrounds.

Consistent with our strategic plan, communications content in 2019 was posted on all available union media assets (e.g. YusApuY’s Facebook, Website & List-serve email). As planned, we have consulted effectively with our social-media contact person, Sean Cain, regarding better use of these assets and effective posting methods. A joint review, with Sean, of the current layout and function of YusApuY’s website is complete and will be presented to EB for further discussion. Relevant reorganization of content from “parent/child” tabs and update of union information, therein, will be recommended to EB, and implemented changes should help members better engage our union website. Further aesthetic changes to the website, if any, and associated improvements, as another phase of improvements, may take place and will be an area of further consultation with various union stakeholders.

YusApuY’s commitment to growing inclusive and safe workspaces was also reflected in “Health & Wellness” newsletter content that was geared to members connecting with each other, via informed and professionally-led fitness and nutrition programming that is offered by our union. Finally, the Spring 2019 newsletters invited members to engage life beyond our campus borders, by promoting opportunities for diverse member engagement in the “Events in Your Neighbourhood” section. Links to featured events that are located central, north, south, east and west of York University, support Officers’
work in locating our union and members on and off campus (external relations), as well as honoured potential interests of staff living across the GTA, and further. We will continue to provide diverse perspectives. Our next two issues challenge readers to push their boundaries of understanding. We address cultural Diasporas, present hybrid recipes and book reviews on cross-cultural and intergenerational issues, consider how to keep “The Long View” on bargaining, in non-bargaining years, as well as other historical and human-interest pieces.

Two (2) Fall 2019 Newsletters, in French and English, will be published in late October, and a final set, in December, will be available as Winter 2019/Holiday issues.

We thank all YusApuY members for the opportunity and privilege to serve them! Contact us at: yusacomm@gmail.com

We are stronger when we build strength and relevance in the workforce – 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
Bargaining Committee – This report is incorporated within the President’s report.

Job Evaluation Committee – This report is incorporated within the 1st Vice-President’s report.