YORK UNIVERSITY STAFF ASSOCIATION
YUSAPUY
ASSOCIATION DU PERSONNEL DE L'UNIVERSITÉ YORK

Affiliated to the Confederation of Canadian Unions

YUSA All-Candidates Meetings

All-Candidates meetings are held to provide YusApuY members an opportunity to hear from and ask questions of the candidates seeking election. Please see zoom meeting details below:

OFFICERS POSITIONS
Tuesday October 20th, 2020
12:00 to 1:00 p.m. & 1:00 to 2:00 p.m.
https://us02web.zoom.us/j/82131497881?pwd=YkVyRm00OUdtaVVkd0NkNkdDVzFtdz09

COMMITTEE POSITIONS
Thursday, October 22nd, 2020
12:00 to 1:00 p.m. & 1:00 to 2:00 p.m.
https://us02web.zoom.us/j/85861422023?pwd=T1BHa2NQRWFEeWZSYmk5ODJmdGVSZz09

GLENDON CAMPUS - ALL POSITIONS
Tuesday October 27th, 2020
12:30 to 1:30 p.m.
*** Note: This meeting is for Glendon members only**
Glendon members will be receiving a separate email

Questions can be asked from the floor, and we also invite members to submit questions by email to yusapuyvoting@gmail.com., questions to be directed to the candidate position.
No candidate will be given questions in advance, and all email questions will be selected randomly by the election committee at the time of the meeting.

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VOTING INSTRUCTIONS:

E-voting will be open from: **30 October (08:00 h) to 6 November 2020 (13:00 h**).

An external company called Simply Voting will be handling the Evote this year.
All members will be receiving an email from Simply Voting containing a unique User ID and password. Email will be received from the following email: vote@simplyvoting.com

Please ensure you watch for your email to access your E-ballot.

Results of the E-vote will be announced on the YusApuY listserv and website after the voting period closes.

For questions regarding your voting eligibility status, contact the Elections Committee at: yusapuyvoting@gmail.com.

York University Staff Association / Association du personnel de l'Université York
190 Albany Road, 2nd Floor
4700 Keele Street
Toronto, ON M3J 1P3

p: 416.736.5109
f: 416-736-5519
yusapuy@yorku.ca
www.yusapuy.ca

PRESIDENT	Sandra Bell	(1 to be elected)
	Sonny Day	
	** Paula Gowdie Rose	

** This Nomination was not endorsed by the candidate and was included and announced in error

1st VICE-PRESIDENT	Sandra Bell	(1 to be elected)
	Wanda Hollingshead	
	** Paula Gowdie Rose	

** This Nomination was not endorsed by the candidate and was included and announced in error

2nd VICE-PRESIDENT	Breanne Whitwell	Acclaimed
	** Paula Gowdie Rose	

** This Nomination was not endorsed by the candidate in the meeting. As per the Elections Policy:

- If a member is nominated, they must either agree to accept the nomination or decline the nomination of the position.
- If a Nomination Form has not been submitted and a member is being nominated at the AGM, both the nominator and the nominee must be present for the nomination to stand.

MEMBERSHIP OFFICER	Elizabeth Gibson	Acclaimed
	Rajiv Badaloo (Unit 2)	Withdrew
TREASURER	Carolin Potter	Acclaimed
GLENDON OFFICER	Rosa Tarulli	Acclaimed
BARGAINING COMMITTEE (members-at-large) (unit 1)	Lorraine Mar	(2 to be elected)
	Diana Sargla	
	Min-A Yoon	
	Kathleen Ablett	Withdrew
(Long Service Employee Representative)	Janet Brewer	Acclaimed
(Glendon Representative)	Scarlett Farquhar	Acclaimed
BARGAINING COMMITTEE (unit 2)	Rajiv Badaloo	Acclaimed
	Emilio Bernardo-Ciddio	
	Lindsay Moore	
COMMUNICATIONS COMMITTEE	Rosa Berdejo-Williams	Acclaimed
	Emma Posca	Acclaimed
	Joy Raymond	Acclaimed

CONSTITUTION & POLICY COMMITTEE	Suran Fernando	(3 to be elected)
	Maria Nunez	
	Carolin Potter	
	Diana Sargla	
	Min-A Yoon	
NOMINATIONS COMMITTEE	Sylvia Bosch Karas	Acclaimed
	Tammy Paglia	Acclaimed

PRESIDENTIAL CANDIDATE 2021

To YusApuY Membership,

My name is Sandra Bell; many of you know me as Sandy, and I want to be your President.

I joined York University in 1987, and for over 30 years, I have administered and coordinated an academic unit. I have more than three decades of experience working with budgets, accounts payables, program scheduling, student advising, and staff supervision. I understand the challenges of working daily with full and part-time faculty members, students and senior administrators. Academic staff make up the largest group of YusApuY members, and as one, I understand first-hand the unique situations you face daily. More importantly, I hear and understand the issues you meet and offer first-hand guidance in navigating the increasingly complex York University structure. In a nutshell, the President's job is to advocate on the membership's behalf, uphold the constitution, and administer the union's daily operations.

So, you might ask, what makes me qualified to be your President? My extensive administrative experience makes me uniquely qualified. I have been an active member of YUSA for the last 15 years. In 2005, I joined the Job Evaluation Rating Team, then steward, then Co-chair of the Job-E committee. I've seen and experienced first-hand how management has eroded our jobs, closed our jobs, and increased existing workload. Less staff and more work. Although I am no longer an active rater, members regularly reach out to me for support and guidance as they work through our job evaluation system. I was on the 2014 Bargaining Team, and I was the Chief Spokesperson for Unit 2 bargaining in 2016.

In 2016, when the President stepped down, I ran and was elected as President of YusApuY. This opportunity gave me a much broader knowledge of our union and the issues faced by our members. The importance of protecting our constitution, collective agreement, and the need for a strong executive board and officers became clear. I gained valuable insight into the impact of grievances and arbitrations, pension issues, government legislation, job evaluation/pay equity, job closure, attendance management, harassment and other issues.

Under my tenure, I implemented UnionWare, a computer program that initiated the transition from paper-based records to electronic. This change has permitted our union to continue working during the Covid-19/work from home reality that we have found ourselves by providing remote access to your files. I will continue to implement processes that will maximize this program's use to work towards a paperless office and minimize our carbon footprint and promote cost-effective management.

During my term as President, we initiated, drafted, and presented the non-economic bargaining proposals for Unit 2 members to the employer. We had nine prep days and eight bargaining days between mid-September and November 2016. One of our bargaining highlights in 2016 was achieving a university-wide job posting protocol for our Unit 2 members. Job postings are now accessible to the entire membership, making the hiring process more transparent and equitable. We also established that Unit 2 members would have continued union protection under the YusApuY collective agreement for up to 8 months after their last working day. We handed over the Unit 2 bargaining to the newly elected officers in December 2016; YusApuy successfully ratified the contract in 2019.

In June 2016, I implemented a training program for the stewards and devised a manageable rotation that allowed for a fair, equitable and reasonable distribution of all stewards' assignments. Our stewards are the foundation for preserving our employment rights and need to be well-trained in all aspects of our collective agreement and work environment. One of my first objectives is to reinstate my original plan.

As an active YusApuY steward, I have supported countless members who undergo 7.07(b), 7.07(c), 11.01 meetings, Step 2 meetings and mediations. These meetings create uncertainty and stress, and having an experienced and knowledgeable representative to support you is crucial. During these meetings, I'm willing to challenge the employer's dialogue surrounding the issues. I'm familiar with your jobs. I thoroughly understand the collective agreement, and I would be your strongest advocate.

My additional training is listed below:

- formal dispute resolution training;
- the joint-committee that created a pay equity plan for our Unit 2 members.
- Levels 1 and 2 training for *WSIB Claims and Appeals*
- Level 4 *WSIB Return to Work training.*
- Labour Co-Chair and Certified Worker-Member of the Schulich Joint Health and Safety Committee.
- I am certified to recognize potential mental health issues and how to seek assistance for others.
- Will participate in the diversity training offered in November to all Union officials.

In 2014 and 2015, I ran and was elected 1st Vice-President, but I will elaborate on this in my candidate's statement for that position.

2021 will be a bargaining year, and we will be facing some tough challenges. I was on the 2014 bargaining team as 1st VP, so I have experience with Unit 1 bargaining, and I am not afraid to challenge the employer. Nonetheless, the writing is on the wall. In the last round of negotiation, we gained some, and we lost some. The employer has already indicated they may be looking for concessions in our vacation language (Article 27); Article 8, which outlines the complaint process, may also be at risk. The Ford Conservative government has implemented caps on our total compensation for the next three years. Never before has the preservation of our collective agreement language been more critical. We need our members engaged and informed. To ensure that our bargaining process becomes more transparent and member-centric, I will not support an agreement that prevents the bargaining team from communicating with you.

I can assure you that I will strongly advocate for your collective agreement rights and membership rights. I will represent each of you fairly, equitably and to the best of my abilities. I will keep you apprised of Executive Board work as appropriate and bring policies to you for recommendation and approval before they are adopted. You can trust that I will respect you and work alongside you to make YusApuY the very best that it can be.

You are YusApuY!

In community, solidarity and trust,

Sandra Bell

Sonny Day - Candidate for President

Hi YUSA Members,

I've been working full-time in the union office for the past four years. I've served for the past two years as President, and before that I was 1st VP and 2nd VP. Before that I'd served on many committees including Health and Safety, Constitution and Policy, and as a steward.

First, I want to thank YUSA 1st and 2nd VPs Wanda Hollingshead and Breanne Whitwell who I've worked with for the past several years in the union office. We've been a cohesive team that has been able to work together effectively on behalf of the membership and I think, especially going into a bargaining year, it's important that we have a team that is able to work together to get the best contract possible for our membership.

It's always been important to me that the union communicates regularly with the membership. Both in listening to the membership so we understand what the concerns are and openly communicating what we are doing on the members' behalf. I've heard from members that they felt the union has communicated more frequently and substantively with the membership since I've been in office. Especially with the challenges that emerged this year from COVID-19 we have been regularly (sometimes daily) providing the membership with status updates. I don't know if that level of communication would have been the same if we had had different leadership in the union office.

Given that are going into a bargaining year, I'm also hopeful that we can increase the amount of communication with the membership during bargaining. I think we need let the membership know where we stand during negotiations, so members can make informed decisions about the process.

I have been part of the bargaining team for both the Unit 1 and Unit 2 collective agreements. I think members will recall that in the last round of Unit 1 bargaining we negotiated sector leading wage increases as well increases to benefits such as massage. We also negotiated language that allowed Unit 1 members on contracts to continue to accrue their increased vacation entitlements as they moved from contract to contract. At the resolution of the last round of Unit 2 bargaining, our Unit 2 members saw a wage increase of over 5%.

Other notable changes this year: We've listened to our members and we've decided to move to a 3rd party voting system for online elections. We've held two extra General Membership Meetings. We have a number of constitutional changes that should be ready to present to the membership by the end of this year, including changing the term of

office for elected officials form 1 year to 2 years. This will free up our time at our AGMs and also allow us to make longer term plans for the union.

We continue to strengthen our stewarding pool, for the first time in many years we now have stewards on the grievance committee attending grievance meetings with the employer as well as mediations to resolve grievances. We continue to have stewards shadow officers in meetings representing members with the employer. These are important steps to build our capacity, so it is not just the full-time officers attending these types of meetings.

Also, I think it's very important that for the first time ever, this year YUSA has established an Equity Committee. This committee will help advance the equity agenda within the union and at the university. We've also arranged for Equity training for every single union official, that means every member of every committee, every steward, every job rater, everyone, and that's happening this November. I believe we need to have sustained and substantive action on equity and anti-racism initiatives. As president I will make sure that we keep moving forward on issues of equity and inclusion.

We've also held management to account when they have not followed the collective agreement. I think members know that I'm not afraid to stand up to management and fight for our member's rights. Our recent victory, which I discussed in my annual report, regarding the situation where we caught management at Schulich improperly classifying Unit 2 members as "summer students" and had an arbitrator issue an award in YUSA's favour is just one example of this.

This coming year is going to be challenging one. We are going to continue to face COVID-19, working from home, and an eventual return to work on campus. There are many health and safety concerns and concerns about the potential impact to the university's budget, and what that could mean for staff. We are going to be bargaining in this environment, as well as with legislation that puts a limit on our wage increases. With all of this we will need an experienced team that is able to think creatively and can work together to surmount these challenges and advocate on behalf of the membership.

Respectfully, I believe I am the candidate with the experience and the proven track record to help us navigate these uncharted waters and I am asking that you vote for me for the position of President.

Sonny Day

1st VICE-PRESIDENTIAL CANDIDATE 2021

To YusApuY Members,

My name is Sandra Bell, AKA Sandy and I want to be 1st Vice President. I outlined my experience and skills in my President's statement and will avoid repeating myself here.

The 1st VP's primary role is to oversee the Job Evaluation System for YusApuY Unit 1 and CUPE 1281 Office Staff. Additionally, the 1st VP:

- assists the President with the general management and direction of the Union.
- Is responsible for relations and bodies internal to the University along with the President.
- Is responsible for the due and proper administration of the Constitution.
- In the absence of the President, be the acting President.

How am I qualified to be the 1st VP?

In 2014 and 2015, you elected me as 1st Vice-President, and in 2016, President. I am uniquely qualified to assist the President and assume the role in his absence because I've done both jobs.

From 2005 until 2019, I was an active member of the Joint Job Evaluation Committee. I served as Co-Chair from 2009 to 2014 and attended all Executive Board Meetings. In 2014, I served as the 1st VP for two years and administered the entire Job Evaluation Process. I am an extremely knowledgeable resource for Job Evaluation, and I can expertly guide you through the lengthy and challenging process. My Job-E experience has provided a deep understanding of the bargaining unit's work, making me a more effective advocate, and I'm eager to share my extensive knowledge with the current rating team, ensuring we have a strong voice and continued success in the rating room.

Excluded bargaining unit jobs also fall under the purview of the 1st VP. In 2010 we received a decision from Arbitrator Goodfellow resolving many exclusion grievances we had filed. While on the surface, it looked like a victory, it generated some unintended consequences. I will re-examine the Exclusions Committee mandate to adequately contemplate any potentially adverse outcomes resulting from filing further exclusion grievances.

Late in 2016, we obtained an agreement with the employer to hold monthly appeal rating meetings and trained three appeal raters to eliminate the backlog. I plan to reinstate this process.

In closing, I would like to reiterate that I will strongly advocate for your collective agreement rights and membership rights. I will represent each of you fairly, equitably and to the best of my abilities.

You are YusApuY!

In community, solidarity and trust,

Sandra Bell

WANDA HOLLINGSHEAD
Candidate for 1st Vice President

My name is Wanda Hollingshead and I am running for re-election for the position of 1st Vice President of the York University Staff Association. I would like to express my sincere gratitude to Zanita Shamselarijani for nominating me for this position.

I was elected 1st Vice President for the past two years and I have taken this responsibility very seriously. In my October report, I outlined in detail many of my accomplishments. I have continued to provide my strength and knowledge in all aspects of the Job Evaluation System, which includes writing appeal rationales; sitting on the Labour Management - Joint Job Evaluation Committee; participating as a member of the Benchmark Committee and being available for clarification and guidance when issues arise in the rating room.

If re-elected as 1st Vice President, I will continue to be transparent, forward thinking, communicative and fiscally responsible. I have worked hard to ensure that members feel supported when they meet with me as their YusApuY representative. As an active YusApuY official, I have connected with YusApuY members on a variety of issues; representing members in 7.07 and 11.01 meetings, attendance management meetings, return to work and accommodation meetings, harassment investigations, mediations and arbitrations, grievance meetings, and job closure meetings. I care about YusApuY and its membership and I hope it shows through the work and efforts I have put in over the past 18 years.

During my 33 years with YusApuy, my involvement with the union has been extensive.

- I was elected and have been serving as your 1st Vice President for 2019 and 2020
- I was elected to and served as your 2nd Vice President for 2018
- I have been a member of the Executive Board since 2003
- I have been an active steward since 2006
- I sat on the Grievance Committee for six years and was the Chair of the Committee for four of those years
- I was elected as the Treasurer in 2013
- I have actively participated on the Bargaining Committee since 2003. I helped successfully negotiate the 2005, 2008, 2011, 2014 and 2018 Unit 1 Collective Agreements
- I was a member of the bargaining committee that completed negotiations and ratification of the Unit 2 Collective Agreement in 2019
- I have been an active Job Evaluation Rater since 2005 and was the Chair of the Committee in 2016 and 2017
- I have been a Certified Worker Member of the YusApuY Joint Health and Safety Committee since February 2016.

- I currently sit on four additional joint committees with the Employer – the Joint Job Evaluation Committee, the Joint Training Committee the Joint Benchmark Committee and the Joint Workplace Accommodation Committee.
- I represent YusApuY on the Parking and Transportation Advisory Council and the Cross-Campus Alliance (an all-union group from York's campuses that meets to discuss issues and challenges that affect our entire community)
- I am a delegate of the Toronto and York Region Labour Council and the Confederation of Canadian Unions (CCU)
- In 2017, as the Chair of the Job Evaluation Committee, I was seconded to the union office from February 20th to June 30th to work exclusively on Job Evaluation related issues in the absence of the 1st Vice President.

As your current 1st Vice President, I have worked collaboratively with the President, 2nd Vice President, and the YusApuY Executive Board to conduct the business of the union and move our organization forward. As we all know, these are tough times for organized labour in Canada. The public sector has been under unprecedented attack in recent years and we need to remain diligent in our solidarity so that we can continue to support one another. YusApuY will be bargaining again in 2021 and the months leading up to bargaining are crucially important. It is essential that we set realistic and achievable goals and maintain our solidarity. My involvement in bargaining, for the past 18 years, will be an invaluable asset during these negotiations.

It has been a privilege to have been elected by the membership into the role of 1st Vice President and one that I have taken very seriously. It would be a great honour to continue to work on behalf of the membership in the capacity of 1st Vice President in 2021. I hope I can count on your support in this election.

In Solidarity,

Wanda Hollingshead

Candidate's Name: Lorraine Mar

Candidate's position at York: Administrative Secretary, Dept. Of Social Science, Liberal Arts & Professional Studies.

Candidate's length of time at York (as a YusApuy member): 19 years.

Position/Committee the candidate is seeking in YusApuy: Bargaining Committee, Member-at-Large.

Candidate's past or current involvement in YusApuy:

First and foremost, I am your union Steward. In addition, I sit on the Bargaining Committee, Member-at-Large; the Joint Job Evaluation Committee; I am the LA&PS Health and Safety Committee Co-Chair; and the Joint Ergonomic Committee.

I would like to thank Paula Gowdie-Rose for nominating me.

<u>Service to the YusApuy Membership:</u>

2019-present: Bargaining Committee, Member-at-Large, Co-Chair of the LA&PS Health and Safety Committee as a certified worker member.

2018-present: YusApuy Joint Ergonomics Committee Member.

2017-present: Appointed to the YusApuy Health and Safety Committee. Involved in developing policies, processes and collective agreement language, and advocated for changes in the workplace.

2016-present: Joint Job Evaluation Committee, rates YusApuy jobs.

2015- present: Union Steward, advises and assists members in return to work accommodation plans, shadowed change of job duties and 7.07 meetings. Advocated for and continue to work with YusApuy members on a variety of issues/concerns.

My goal is to help make York University workplace spaces more inclusive, safe, accessible, and secure for all York employees. In my Bargaining and Stewarding roles I have noticed an erosion of our employee rights and benefits and an increase in precarious work with the Employer. I am closely monitoring the recent changes brought forward by the Ford government to cap public sector wage increases at 1 percent and to the Employment Standards Act. I strongly feel that we need to secure our collective bargaining rights and employee benefits in a rapidly changing work environment and political landscape all within the context of COVID-19. I would like to focus my energies on: (1) proposing necessary changes to the language in our Collective Agreement as it pertains to the Health and Safety of its workers especially during the pandemic (2) propose a hybrid system that would allow us to work from home or at the office; (2) increase our health benefits coverage that would take into consideration the needs of a diverse and aging workforce; (3) fight to include language in our Collective Agreement that will address the Attendance Management Program; (4)

tighten-up language in our Collective Agreement to address job closures and to ensure that there is decent and stable work for all YusApuy members regardless of race; (5) Update our Constitution to include language that recognizes and acknowledges unit 2 members; (6) advocate for a transportation allowance or fair fare integration to help offset the increasing costs of commuting into work.

I am in the process of completing a certificate in Dispute Resolution and have actively participated in mediation/negotiation workshops. Additionally, I completed a Community Activist and Leadership course with Olivia Chow at the Institute for Change Leaders at Ryerson University. This course equipped me with the skills needed to build strategic partnerships, develop campaign strategies around social justice and equity issues, and how to persuade and motivate others to stay actively engaged. I have already put these skills to use in my various committee roles within YusApuy.

I look forward to our upcoming bargaining year and hope to continue the vital work that we have already accomplished in 2020. As your Bargaining Representative, I promise to work tirelessly to give each of you a voice in the Bargaining process. Your voices need to be heard, more now than ever in a climate of rapid change and increasing uncertainty. Together we can make these CHANGES happen! I ardently believe that these changes can only be accomplished through respectful, collegial, and democratic participation of all our members. I am ready to put my skills and experiences to worthwhile use for you on the Bargaining Committee. I hope that I can count on your support and please remember to vote (http://evote.yorku.ca).

In Solidarity!

Lorraine Mar.

Candidate's name: Diana Sargla

Candidate's position at York: Administrative Coordinator, Equity Studies, LAPS

Candidate's length of time at York (as a YUSAPUY member): November 1, 1990

Position/Committee the candidate is seeking in YUSAPUY: Bargaining Committee Member

I have been at York University for 30 years and a YUSA Job Evaluation Rater for 15 years. Through this time, I seen and experienced many changes both in my personal needs and in my focus as a YUSA member. I have raised a family, so I understand the need to protect sick and parental leaves; benefit coverage for my children's braces, epi-pens and prescription drugs. As my family grew, it became tuition fee wavers. My family has grown, and now my focus is to protection of our current health benefits, retirement, job security, vacation rights and the treatment of our members.

Canada is part of a world-wide pandemic. Covit has not only changed our world, our work environment, our personal interactions, and it will continue to impact us long after a vaccine is found. Our governments, at all levels, are accruing mass debt in hope to stabilize our economy through this outbreak. That pressure will be felt through higher personal and property taxes, but also in a reduction of government funding to post-secondary education. The reduction of government transfers means York has less money. How will they make up their shortfall? Raise tuitions or cut expenses? Where will those cut fall? Jobs, benefits? That is our reality, like it or not.

We are in for a long, tough fight, and it is critical, now more than ever before, that we have the best possible team representing YUSA's members at the bargaining table. I am willing to step up and give it all I have by remembering what was there for me with my own family and hopefully allowing you the same for your family. Be well, and thank you for your support.

Min-A Yoon Bargaining Committee – No statement

Dear Reader, fellow Union Member,

I would start this statement by thanking Sonny for nominating me in this role, as well as for all his guidance, assistance, and dedication to the role and responsibilities of being YUSAPUY President.

- Name: Suran Fernando
- Position at YorkU: Operations & Events Technician, Glendon ITS
- Length of time as a YUSAPUY member: About 2.5 years in total
- Position/Committee sought in YUSAPUY: Constitution & Policy Committee
- Interest in YUSAPUY and what the candidate would like to accomplish in the position:

  I have a very particular set of skills acquired over years of reading and writing contracts, enforcing contracts, and generally reviewing paperwork and Acts of Law out of interest. These skills make me a benefit to organizations like ours, and I would like contribute towards further improving this union to make it more accessible and effective for us all.

- Unique skills, experiences or accomplishments that makes me ideal for the role:
  - ✓ Clear and concise communication (mostly through point form, as demonstrated);
  - ✓ Active Committee member as a Student on Glendon Faculty Council (in the Curriculum Committee and Petitions Committee);
  - ✓ Experienced in:
    - ❖ Reviewing and updating contracts as a Department Administrator at Glendon,
    - ❖ Negotiating and enforcing contracts with large corporations, acting unyieldingly as the family business' only representative;
    - ❖ Performing research to determine existing processes, people to contact, and how effectively accomplish tasks within all my roles at YorkU (IT Helpdesk Technician, Web Designer, Administrative Assistant and Lab Support Technician, Budget Office Assistant, IT Operations Technician);
  - ✓ Attentive and interested in the nuances of words;
  - ✓ Interested in helping others who need it; and,
  - ✓ I bring a fresh perspective, and great deal of resourcefulness to this Committee to help with its tasks such as organizing GMMs, .

- Past or current involvement in YUSAPUY:
  - ✓ Moderator for 2019 YUSA All-candidates Meeting at Glendon

Thank you for your time to read my candidate statement, and I hope to get the opportunity to return that favour by contributing to the Constitution and Policy Committee.

In solidarity,

Suran Fernando

Maria Aurora Nuñez Statement

Position at York: Policy and Program Advisor, Community Safety Department

Length of time at York (as a YUSAPUY member): January 16, 2019

Position/Committee seeking in YUSAPUY: Constitution and Policy Committee Member

Interest in YUSAPUY and what candidate would like to accomplish in the position:

Maria values the important role that YUSAPUY plays in the lives of its members, including helping to advocate for their rights. She looks forward to making a positive contribution and impact.

Maria would like to assist in the construction and maintenance of the YUSAPUY Constitution and Policy Manual and believes that her expertise would allow her to assist the Executive Board in the interpretation of these documents.

Unique skills, experiences or accomplishments that make the candidate ideal:

Maria is a bilingual lawyer in good standing with the Law Society of Ontario. She has a Juris Doctor degree from Queen's University and a First-Class Honours degree in psychology from the University of Calgary.

Currently, she is a Policy Advisor for the Community Safety Department, where she assists with researching, drafting and reviewing departmental and university policies, procedures and guidelines. She also assists on the Emergency Operations Centre COVID-19 response.

Previously, Maria has conducted international health law and policy research for the Law Commission of Ontario located at Osgoode Hall Law School. Also, she has worked for the Ontario Human Rights Commission researching and advising on emerging human rights law and policy issues. She is a former editor for the *Health Law in Canada* journal where she wrote on emerging health and ethics policy issues.

At Queen's University Faculty of Law, Maria founded and chaired the Disability and Mental Health Law Club to promote the rights of persons with disabilities. She has a publication on the rights of post-secondary students in the *Canadian Legal Education Annual Review*, a behavioural neuroscience psychology publication in the *Journal of Neuropharmacology*, and an art publication in the international *French Literary Review*.

Maria has been the recipient of several prestigious awards, including:

- Women's Law Association of Ontario/Aird & Berlis LLP Advocacy Award
- Ontario Bar Association Writing Award
- Queen's University Dean's Council Diversity Award
- Queen's University Alternative Dispute Resolution Prize
- Calgary Herald Class Act Leadership Award.

Maria Aurora Nuñez
J.D., B.A. (Hon.)
Lawyer and Policy Advisor

Candidate Statement

Candidate's name: Carolin Potter

Candidate's position at York: Program Assistant

Candidate's length of time at York (as a YUSAPUY member): 14 years

Position/Committee the candidate is seeking in YUSAPUY: Constitution and Policy Committee

I have been a YUSA 1 member for 14 years. My home for 13.5 years has been in the Department of Humanities. I've held the position of Program Assistant, Administrative Secretary to the Chair and Graduate Program Assistant. Recently, I moved to a new house in the Schulich School of Business as the Program Assistant in the Master of Finance Program.

For the last 10 years, I volunteered my time supporting my children. I have served as Secretary on my children's School Parent Council, a member of the School's Play Green Committee, and served as Treasurer on the Executive Parent Board at the York University Cooperative Daycare Centre and for Scouts Canada.

The skills and experience gained through the combination of work and volunteer include:

- Coordinating and supporting various committees
- Developing and updating internal procedures, constitutions and bylaws
- Providing information and interpreting policies and procedures
- Creation and monitoring of financial spreadsheets (internal and external cost recoveries)
- Budget reconciliation (cost centres, activity codes, payroll, telecommunications)
- Preparation of various forms (Journals, Cheque Requisition, Honorarium Payment Form, Claim for Reimbursement of Expenses, and Petty Cash Voucher)
- Maintaining, updating and providing financial reports (A/R, A/P, G/L, Payroll, Bank Reconciliation, Financial Statements, petty cash)
- Budget forecasting
- Communicating with the community to collect outstanding payments

Now that my children are growing up, it's now time that I spend this same effort and commitment on me, on us, the YusApuY membership.

I want to effect change as a productive member of the Constitution and Policy Committee, and with your support, a better future.

Thank you for your support.

In solidarity,

Carolin

Candidate's name: Diana Sargla

Candidate's position at York: Administrative Coordinator, Equity Studies, LAPS

Candidate's length of time at York: November 1, 1990

Position/Committee the candidate is seeking in YUSAPUY: Constitution Committee Member

Our constitution defines who we are. The YUSA/APUY Constitution is our most important, fundamental committee / position we have in YUSA. Our constitution defines how we conduct our union and support our members. How change happens. It represents the rights we pay for as members. It is our voice.

Currently, I do not feel it accurately reflects the needs of our members today, nor the demographics of our university. Disappointing, I feel it has largely been ignored.

In 2019, I was elected to the constitutional committee. In one short year, we barely scratched the surface. I would like the opportunity to try and continue the work we started. To give our union back to its members; give them back their voice. Address the countless motions that have gone unheard. You earn that right every day we come to work; we pay for our union. Are we getting value as it stands now? Are we being heard? You're the judge. I don't feel so. That is why I am asking for the opportunity to continue the work started by asking for your support. Be well and thank you

Min-A Yoon Constitution & Policy Committee – No statement