

Decent and Stable Work Task Force May 2021 Report

Decent and Stable Work Campaign

The YUSAPUY Decent and Stable Work Campaign, an initiative of the YUSAPUY Executive Board, is under way and, we believe, gaining traction amongst the YUSAPUY membership. We are encouraged and look forward with anticipation at reaching our Members where they are, as well as all the great possibilities that this campaign can produce for our – YOUR! – organization.

It has been an extremely busy time for the Task Force (TF) Members. The DSWC is the first project of its kind for YUSAPUY and so we have had to be “on the ready” to keep the momentum going. As with any project, the TF has had to be flexible in our approach, learning as we go, enlisting assistance from others, reaching out to our members in all the ways available to us and, more importantly, being responsive to the membership. This campaign after all is about OUR Union, and OUR Members – WE – are the Union. As such, the objectives of the Decent and Stable Work Campaign (DSWC) reflects the following:

- Raising awareness in the YUSAPUY membership about issues related to decent and stable work in the workplace,
- Engaging, mobilizing and empowering the YUSAPUY membership,
- Creating greater cohesion between Units 1 and 2,
- Addressing barriers to inclusion, and
- Providing opportunities for YUSAPUY members to become more involved.

2021 Membership Survey

The 2021 Membership Survey was launched April 7, 2021 to satisfy the objectives of:

1. collecting demographic data about our membership - the union does not have this information,
2. understanding some of the challenges our members experience, including issues related to decent and stable work and issues arising from the ongoing pandemic, and
3. understanding our members' experiences with the union and barriers to inclusion.

In addition to meeting with Union Officials, several Survey Sessions were held with the membership to raise awareness about the campaign and engage in dialogue with members about the Membership Survey:

- April 20, 2021 – Equity Cafés – 2 meetings,
- April 23, 2021 – for Unit 1 Members,
- April 26, 2021 – for Glendon Members, and
- April 27, 2021 – for Unit 2 Members.

The survey deadline originally set at April 28, 2021, was extended to **May 14, 2021, 11:59pm** to enable greater participation by YUSAPUY Members. At the time of preparing this report, 625 responses had been received. The membership will be apprised of updates after the close of the survey.

In Recognition...

The TF recognizes the contributions of everyone who have played, and will continue to play, a part in the campaign. In addition to working with Cherie Wong, Decent and Stable Work Campaign Coordinator (independent contractor), the Task Force has enlisted the expertise of D'Arcy Martin, union educator, who supported the establishment of the campaign and the development of the membership survey, and Sean Cain, who supports the website and assists with the development of campaign related resources, such as the postcard and infographics (see the [DSWC website](#)).

We also acknowledge the contributions of Union Officials – Committee Members, Stewards, Officers - who have been instrumental in spreading the word and encouraging participation of Members. In particular, Jennifer Ferdinands and Zeripha Moses, the Chair and Co-Chair respectively of the YUSAPUY Equity Committee who stepped forward to lend their support in facilitating Survey Sessions, and to Jennifer for producing some of the graphics we use in our communications, as well as a video, that is posted on the DSWC website and the YUSAPUY Facebook account.

In closing...

The DSWC is an **organizational initiative** that involves everyone in the organization. From the Members who spread the word and encourage participation, the Members who attend DSWC meetings and events, the Members who jump in, roll up their sleeves and invest time, energy and efforts, step forward with questions, concerns and suggestions, offer their personal resources, Executive Board Members who supported the initiative – the campaign – to the Task Force Members – WE are all part of this project. WE have the collective power to make this campaign a success for ALL of US. WE have the collective power to make OUR union the type of organization we want it to be.

The work of the campaign has just begun and will be ongoing. The Membership Survey is only one component of the process. Be on the lookout and watch the [DSWC website](#), for updates and new information.

Do not hesitate to reach out with any questions and/or concerns.

Keep well,

Decent and Stable Work Task Force

- ❖ Paula Gowdie Rose (Chair)
 - ❖ Wanda Hollingshead
 - ❖ Anne Ralph, and
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