Sonny Day

Candidate for President

YUSA Member since 2004

Nominated by: Sharrieffa Sattaur

Hi YUSA Members,

I'd like to thank Sharrieffa for nominating me.

Bargaining

We are now underway with bargaining the Unit 1 collective agreement and as president I have been deeply involved in all facets of bargaining and am acting as the union's chief spokesperson. I've been involved in creating all of our proposals and I feel it's important that I see this job through as we continue to meet at the bargaining table with the employer. I have been on the negotiating team for previous rounds of bargaining for both the Unit 1 and Unit 2 collective agreements. I'm proud that, in the last round of Unit 1 bargaining that I was involved in, our team was able to bargain the highest wage increases that I'm aware of for any unionized university support staff in Ontario at that time.

Organization of the YUSA Office

The YUSA office has had the same overall structure for many years and over the years roles have been added and grown organically. I believe we need to do a "big picture" review of the roles in the YUSA office to ensure we have the skills, capabilities, and organizational structure that we need to achieve our objectives. Many unions have different structures than ours with staff dedicated to communications, campaigns, organizing, labour relations, IT, data analysis, etc. I have often felt that our capacity is constrained as officers often juggle multiple roles and functions that require time away from core duties of the job. We are also often inundated with day-to-day requests such that important project work is delayed. This needs to be addressed and if I'm re-elected I will support a review of the organization of the office with recommendations for action to be presented to the YUSA Executive Board.

Equity

I strongly feel that it's important that we continue to advance the work we have begun on equity, diversity, and inclusion both in the union and at the university. The first year that I was elected president of YUSA in 2019 was also the first year that the union provided equity training to our executive board. We subsequently expanded and offered that training to every union official in the following years. I'm also very proud that while I have been president we have, for the first time, created an Equity Committee. It's great to see the energy and new faces that have gotten involved in the union due to these efforts. Work on equity, diversity and inclusion is something that must be continuous and happen at all levels of the organization and I am committed to continuing that work.

COVID-19

Throughout the pandemic the union has strongly advocated for members. At the beginning of the pandemic I remember going building to building to check in with members and as we moved to working off site I sent frequent (sometimes daily) status updates as to what was happening and our members' rights. We've been successful getting the employer to improve certain language in the working from home policies, in allowing extended access to laptops for certain workers, in halting a proposed early return to paid parking, and in intervening in dozens and dozens of individual situations regarding accommodations, temporary assignments of duties, health and safety etc.

As we transition now to returning back to campus we have also been supporting members with health and safety and accommodation requests and we have been successful in advocating for the employer to increase to the number of days members can work from home. Our next fight will be to preserve working from home provisions even after this pandemic is over which is something that I'm strongly committed to and have been working with our bargaining team on.

Experience

Doing this job well requires an incredible breadth of knowledge. In this role I've negotiated several collective agreements with this employer, worked with the bookkeeper and treasurer in regards to all aspects of the union's finances, represented members in hundreds of meetings both disciplinary and non-disciplinary, negotiated settlements in over a hundred mediations or arbitrations, been involved in overseeing the job evaluation system through the Joint Job Evaluation Committee, represented the union at the Health and Safety Executive Council and advocated for health and safety issues an assisted many members with accommodation issues, participated in revising our constitution, etc.

I will admit that, even with having years of experience as a member of the executive board, serving on a number of committees and as a steward and having worked in the union office full-time for two years before starting in the role of president, it was still an incredible learning curve to step into that role. Given that I now have had three years in the role as president, I feel that the knowledge and experience I have make me uniquely qualified among the current candidates for president, and I believe I am the right person to see us through this current round of bargaining.

In Solidarity,

Sonny Day

SANDRA BELL
PRESIDENTIAL CANDIDATE 2022

To YusApuY Membership,

Bargaining continuity is neither a necessary nor sufficient reason to re-elect the incumbent officers. I have bargained before. I have an encyclopedic knowledge of the collective agreement and Job-E processes. A new slate of Full-Time Officers will **not** undermine the bargaining process.

I'll repeat it again here; I'm concerned for the future of our organization. Its become critical now to update our governing documents, review our structure, and heal our organization. Our outdated governance puts our organization at risk and makes us vulnerable to labour board complaints, human rights complaints and internal investigations.

I will review the recent constitutional changes through an equity lense to remove any notion of bias and discrimination. The two main are as of concern are: the requirement of photo ID to gain entrance to a membership meeting that could create a level of unconscious bias towards racialized members of the community; the second area of concern is the broad sweeping discretion given to the Executive Board to deappoint stewards, job evaluation raters and health and safety representatives by removing the requirement of impunity as a condition for deappointment. I will ensure that all new governing documents will be created through this the same lense.

I will ensure that the CUPE 1281 YusApuy office staff are provided a safe and inclusive work environment and that their concerns will be dealt with in a fair and equitable manner. I will treat them as I would like to be treated.

The President's role is not a position you can parachute into. It takes time learning the day to day issues of the membership through stewarding and committee work. Even then, there is a steep learning curve once you're there. I have already managed that learning curve; I already have established a positive working relationship with the staff and am familiar with the office routines and protocols. Therefore, the work towards positive change can commence from day one.

I have bargaining experience and extensive administrative experience. I will not stand in the way of the committees but allow them to do their work and if they need guidance, it will be provided.

Elect me as President. I will advocate strongly for you with the Employer, I will respect you by following the rules, make decisions that are free from bias and in your best interest. You will get timely answers to your inquiries; You will be included in the decision-making process; You will have a voice.

Together, let's make YUSA great again!

In community, solidarity and trust,

Sandra Bell

Jenn Ferdinands

FOR PRESIDENT | Nominator: Rosanna Chowdhury

Dear YUSAPUY Colleagues,

What an insightful learning experience it's been participating as a first-time candidate in the 2022 elections! **Thank you to everyone who supported me – you are the best thing about working at York!** If you've ever had interest in running for a committee or officer position in future, **you *definitely* should**! **New perspectives are pivotal for progress – and YOU are the future.**

York University is my second home, where I've been in YUSAPUY for 17 years. As an Alumni Officer, I **manage relationships with over 12,000 alumni;** in past roles I've I prepared **budgets up to $2M**, developed **on-boarding** and **training** programs, created **websites** and sent **100s of e-communications.** Visit **LinkedIn** for more details. In my spare time, I **volunteer to support initiatives focused on social justice.** My most important job is cultivating the values of kindness, generosity, respect and love to my life's most precious blessings - my daughter and husband. You can learn more about my character through my role as a **guest speaker on panels**, including the **launch of a Faculty**.

A question was asked of the 1st VP position at the All-Candidates Meeting (ACM) **"What lessons have you learned this year? How will it improve your performance if elected?"** It was too good of a question not to answer, so I must! This year, I learned:

YOU DON'T NEED TO DO EVERYTHING BY YOURSELF

YOU MUST DOCUMENT PROJECTS FOR SUCCESSION PLANNING

WHEN YOU SHARE KNOWLEDGE WITH PEERS, WORK IS EFFICIENT

As President, these learnings will enable me to **stand with you** though empathetic service, teamwork and collaboration, to be **responsible to you** by creating and sharing documentation to build a legacy for YUSAPUY, and to **empower you** with knowledge that enables self and peer advocacy.

STANDING WITH YOU

RESPONSIBLE TO YOU

EMPOWERING YOU

TOP PRIORITIES

- **Bargaining:** remote work, sliding salaries, more time for steward development, equitable language, strategic non-monetary proposals
- **Engagement:** member education on labour issues, opportunities for involvement, recognition, socials, professional development, member-consulted strategic planning, steward training, development
- **Operations:** create operating policies, documentation for legacy planning, embed anti-oppression lens in union affairs, more reporting to members, constitutional review

PROVEN RESULTS

In one year as Chair, YUSAPUY Equity Committee I have achieved results and delivered on commitments, spending 100s of volunteer hours implementing member engagement initiatives including:

- co-developed committee terms of reference
- implemented MailChimp for communication
- YUSAPUY 101 for members to ask questions
- hosted 11 events engaging 300+ members, 9 e-communications. See May & October Reports
- supported Decent & Stable Work Taskforce: video, promotion, SMART next steps on website.

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The unwritten job requirement that I'll bring to the President's role is **transformative leadership and vision.** Anyone can learn the tactical functions of a role, but transformative leadership will build affinity, loyalty and engagement – a stronger YUSAPUY. With you, I'll create a **shared strategic long-term legacy vision for YUSAPUY** that is member-centric, inclusive, and fosters a culture of continuous improvement.

I WILL PUT YOU BACK IN YUSAPUY

This election is your opportunity to be heard. Connect with candidates, watch the ACM recording, encourage your colleagues do the same, and from November 9 -12, exercise your voice and vote.

CHOOSE CHANGE. ELECT JENN FERDINANDS FOR PRESIDENT!

VOTE NOV. 9 - NOV.12

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NOTHING CHANGES, IF NOTHING CHANGES
CHOOSE TO PUT THE YOU BACK IN YUSAPUY

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.

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 19 years.

During my 34 years with YusApuy, my involvement with the union has been extensive.

- was elected and have been serving as your 1st Vice President for 2019, 2020 and 2021
- was elected to and served as your 2nd Vice President for 2018
- have been a member of the Executive Board since 2003
- have been an active steward since 2006
- sat on the Grievance Committee for six years and was the Chair of the Committee for four of those years
- was elected as the Treasurer in 2013
- 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 am currently involved in the negotiation process with the 2021 bargaining team
- was a member of the bargaining committee that completed negotiations and ratification of the Unit 2 Collective Agreement in 2019
- have been an active Job Evaluation Rater since 2005 and was the Chair of the Committee in 2016 and 2017
- have been a Certified Worker Member of the YusApuY Joint Health and Safety Committee since February 2016.
- 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.
- 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)
- am a delegate of the Toronto and York Region Labour Council and the Confederation of Canadian Unions (CCU)

As you know we are currently bargaining a new collective agreement with the employer. This is a difficult round of bargaining for YusApuY, especially in the context of an ongoing pandemic and the 1% public sector wage restraint, imposed by Doug Ford and his PC government. Bill 124 will significantly impact our ability to get substantial salary and compensation increases, however, it also presents us with an opportunity to deal with important non-monetary article improvements. While we are hopeful for an expeditious resolution to bargaining, this process will most likely continue into 2022. It is important to have individuals equipped with the necessary skills and experience to successfully undertake this responsibility. My involvement in bargaining, for the past 19 years, will be an invaluable asset during these ongoing negotiations.

If re-elected to the position of 1st Vice-President, I will continue to make the needs of the membership my number one priority. I am committed to communicating with our membership regularly to support and cultivate excellent relationships. It is important that the membership knows they are being fairly and competently represented. This membership deserves a 1st VP with a voice, vision and passion to do the work necessary to keep the job evaluation system functioning effectively and efficiently -- I believe I continue to be the right person for this job. It would be both a privilege and an honour to continue to serve the membership in 2022 in the capacity of 1st Vice President and hope that I can rely on your support in this election. Voting starts on November 9th.

In Solidarity,

Wanda Hollingshead

Paula Gowdie Rose

For **First Vice President**

Nominated By: Debby Sinera Mohamed

Experienced, Qualified, Relatable…

"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek." -Barack Obama

PUTTING YOU BACK IN YUSAPUY

Choose Change to move YUSAPUY forward!

According to information that is now available through the 2021 Membership Survey, YUSAPUY members have many and diverse identities. For example, YUSAPUY Members:

- Are from all races,
- Are from many ethnicities,
- Are from several age groups and generations,
- Have different sexual identities and orientations,
- Experience different disabilities, and,
- Speak many languages.

"Thanks! to my nominator Debby Sinera Mohamed and my many supporters!"

It is important that YUSAPUY - your organization - reflects the membership - in the constitution, the structure of the organization, the collective agreement, policies, procedures, and the ways in which members are represented. It is time to put YOU back into YUSAPUY to make this a member-centric organization!

Some of my objectives as your First Vice President include working with, and for, YUSAPUY Members:

- to prioritize service and community building from an anti-oppressive and equity, diversity and inclusion lens,
- being accessible to Members; being more centrally available and having a presence at the various campuses and locations; (to continue) being available for members in different ways,
- to understand Unit 1 Members' experience, including YUSAPUY Raters, with the job evaluation process, to make the process more user friendly,
- to understand Unit 2 Members' employment experiences at York University,
- to explore ways to align the Unit 1 job evaluation process, and the Unit 2 sore thumbing process, to facilitate cohesion between both units,
- to prioritize the Unit 1 benchmark project and the Unit 2 sore thumbing project, and
- to review how the work of the union is organized and distributed; involve Union Officials and provide the training, resources and tools for them to fairly represent Members, and carry out their responsibilities.

As an active YUSAPUY Official and an Executive Board Member, I am more than familiar and experienced with the inner workings of the organization. My qualifications, training, experience and achievements gained for YUSAPUY Members over the past twenty-four (24) years are proof that I am YOUR choice for the First Vice President's position.

Change requires a start, and that begins with your vote in this election. Elect Paula Gowdie Rose for Your first Vice President. Vote to put YOU back into YUSAPUY!

STANDING WITH YOU

RESPONSIBLE TO YOU

EMPOWERING YOU

VOTE NOV. 9 TO NOV. 12

Nothing Changes, if NOTHING Changes! CHOOSE TO put YOU back in YUSAPUY

Breanne Whitwell – Candidate for Second Vice-President

I'd like to start by thanking you for reading my statements and those of the other candidates. I hope you were able to attend the All-Candidates Meeting and raise your questions. As your Second Vice-President since 2019, it's been a privilege to work on your behalf. In coming into the union office, I had a lengthy list of priorities that I hoped to accomplish, and while I'm proud of what has been achieved – albeit slowly – I recognize there is so much yet to do.

In casting your vote, I hope you'll reflect on the many updates I've provided within my reports about the important work underway over the last three years. I want to continue that work on your behalf. If we've had the opportunity to meet and discuss an issue or a challenge that you're facing, I hope you'll consider my reasoned approach, my thoughtful and thorough responses, and my commitment to providing timely support and representation. My belief is that building trust in and engagement with our union is critical, and these are strengthened and reinforced one relationship at a time. I'm also a systems-level thinker and recognize there is work to be done on our infrastructure, whether that be our governance structure and related documentation (Constitution and policies), the distribution of work among union officials and the union office, and our communications infrastructure. For our union to thrive we need to ensure that relevant information is shared with the membership in a variety of formats that suit your individual and our collective needs, that our communications are timely, helpful, and professional, and that we cultivate and extend opportunities for more members to be informed and get involved. These all need to be supported by an effective and efficient union office. Having been in the office for three years, I have a comprehensive understanding of what works well and what needs to be reconsidered. I hope to bring my knowledge and input to the Board for another term to ensure that our union's business is accomplished and that we progress as an organization. Under my leadership, the Board surveyed the membership in 2019 to learn how you feel about the union's practices. Those results were openly shared and available online. We've continued the practices that are favoured and we're making progress in areas that were identified as requiring attention. Through the Decent and Stable Work Task Force we did so again in 2021 to learn more about the membership itself. This information will inform changes to come. I believe that my continued presence in the union office would represent not only continuity, but also the willingness to listen, question, reflect and evolve. These are of critical importance for our union.

As Second Vice-President, one of the core functions is to liaise with external organizations. I have established relationships with the organizations we're affiliated with and believe there is so much potential to leverage the best practices, capacity-building and learning opportunities, and general connectedness to the broader labour movement that comes with these relationships. I've made it a priority to report on the affiliations we have and distribute that information to other union officials and the general membership. I would love to see that communication grow and for members of YusApuY to feel connected to and find value in those vital relationships. This is especially true in a political climate where working people, especially in the broader public sector, have been experiencing wage moderation legislation, stalled and ineffective legislation related to sick time provisions (crucial for Unit 2 members who don't yet paid sick time in their contract), all while facing increasing costs of living. Despite the divisiveness that characterizes the last 18 months of the pandemic, it's

never been more important to come together in solidarity as a union, and to embrace our connections with other working people to ensure rising tides for us all.

I'm confident that I have the knowledge, skills, experience, and temperament to continue working in the best interest of the membership, whether that's at the bargaining table as we continue negotiating for a fair and improved contract, within meetings where member's work performance is being discussed, where work accommodation plans are being shared with those returning from sick leave, or within grievance mediation and arbitration. I have experience with all these and more. I hope in casting your vote that you'll agree.

In closing, I want to reiterate my passion and dedication to serving you in this role. I hope that the work I've done either directly on your behalf of that you've read about in my various reports over the years that I've been on the Board will reassure you of my commitment to working to the betterment of our workplace, our working conditions, and ensuring our collective agreement is strong – grows stronger – and remains enforced. If you have questions, I hope you'll reach out to me. And hope I can count on your support when votes are cast. Regardless of who you support, I hope that you cast your vote and encourage you to hold your elected officials accountable for working on your behalf.

Sincerely,

Breanne Whitwell (candidate for Second Vice-President)

Nikolaos Markakis

FOR SECOND VICE PRESIDENT

Nominated By: Margaret (Margo) Barreto

PUTTING YOU BACK IN YUSAPUY

My name is Nikolaos Markakis, but most people know me as Niko.

I am running to be your next Second Vice President because I want to make an active change in the way YUSAPUY operates and connects with our members. I want to help create a structure that brings our members first and in the center of all YUSAPUY matters, as well as helping to create an Executive Board that is as diverse as our membership by expanding our recruitment methods so that they become a year-round discussion and effort.

I come to you with 11 years of board and governess experience from organizations that are pan-national, national, provincial, and community based. In each of these organizations I lead the task of caretaking their constitutions and policies as well as being the head liaison to their external and internal partners.

Building off my past experiences, three ways I plan to accomplish these goals are, firstly to stand with you, by implementing more open forum discussions, be it through town halls, membership meetings and round table discussions to consult with and to have our members voice present on YUSAPUY matters, including our constitution and policy, our collective agreement, and our strategic planning. Secondly to be responsible to you by creating an open line of communication between the membership and the executive board through forums that include communication with the masses as well as having an open-door policy to the office for one-on-one communications. And lastly, and in my opinion most importantly, empower you, by implementing more educational and training opportunities for our members so you can feel more confident and equip, when dealing with the constitution, collective agreement, and the inner workings of the YUSAPUY office. I strongly believe that through these initiatives we will create a stronger YUSAPUY.

Thank you for allowing me the opportunity to run for you, and for your Second Vice President, and I if elected, I promise to keep the members at the center of the office's focus.

I hope that all members, take the time and use their voice to cast a vote on November 9 to November 12. This election is your opportunity to have your voice heard and your opinion matter.

STANDING WITH YOU

RESPONSIBLE TO YOU

EMPOWERING YOU

VOTE NOV. 9 TO NOV. 12

More at: www.united-for-change.com

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