

Bargaining Update – November 11, 2021

YusApuY Members,

Last week, on Thursday, November 2nd the Bargaining Committee had our first substantive meeting with the employer and both parties exchanged our initial proposals. Today, November 11th, we had our second meeting with the Employer and provided our responses to their initial proposals.

We have exchanged a portion of our proposals and there are a number of articles both parties have yet to exchange. The Union has presented several proposals including those that would help ensure fairness in the job posting process for internal applicants, increase job security for members facing job closure, clarify and enhance entitlements for sick leave and leaves of absence without pay.

We also discussed our intention to put forward proposals involving remote work, which we have flagged as a high priority to our membership.

We are disappointed to report that the Employer's proposals, aside from a few housekeeping changes, are almost entirely concessionary in nature.

Some of the changes to the collective agreement that the Employer is proposing include:

- Capping members vacation bank accruals and having vacation days expire if not used
- In some circumstances, giving managers the ability to schedule members vacation dates at the manager's discretion without the consent of the member
- Having monies allocated for training of YusApuY members (such as the External Development Fund) expire if not used in a calendar year
- Reducing job security for new mothers returning from a pregnancy leave
- Allowing interns and co-op students to perform YusApuY work
- Limiting the amount of time union officials (Stewards, committee members, etc.) can spend doing union work on your behalf
- Removing job security entitlements and notice for members who are moved between campuses
- Imposing new restrictions on taking unpaid leaves
- Removing the ability of the union to challenge Sun Life decisions in the event that we believe that a claim has been unfairly denied
- Extending the probationary period for new employees

We have told the Employer that we find these types of proposals offensive and that they are not respectful of our membership and this union, and the hard work we do to make this university function.

Going forward, we plan to give regular updates to you regarding our progress at the bargaining table. In order to maintain the integrity of the bargaining process we do need to maintain confidentiality about

certain aspects of negotiations, however we are committed to sharing as much information as possible with you, the membership.

We encourage you now, more than ever, to show your solidarity by displaying your YusApuY gear. It is with your ongoing support that we will negotiate a strong collective agreement.

In Solidarity,

2021 Bargaining Committee
bargaining@yusapuy.ca