

Bargaining Update – November 22, 2021

YUSA Members,

On Thursday Nov 18, 2021 the YUSA bargaining committee spent a full day bargaining with the employer.

During this meeting the union presented additional proposals to the employer, responded to questions the employer had about the proposals we've previously submitted, and we provided responses to more of the employer's non-economic proposals which we received on November 4th. As most of the employer's proposals are concessionary in nature we have been responding that we are not in agreement with the majority of their proposals, however we have been able to reach agreement in principle on some housekeeping items such as using gender neutral language in the collective agreement.

In our meeting yesterday we discussed a proposal the employer has made that would enable managers to book members who have an overtime "lieu" balance off at a date and time of the manager's choosing. The employer advised us that they have put forward this proposal to address concerns about the amount of time members have in their overtime lieu banks. We have responded to the employer that we are not interested in proposals that give managers the ability to unilaterally book members off on dates whether it be for vacation or lieu time.

However, we do want to understand the scope of the issue that management is expressing concern about so, in good faith, we have requested additional production from the employer as to the current levels of members' vacation and overtime banks so we can better evaluate these concerns and move forward on these issues.

Notwithstanding our request for additional information, we did advise the employer that the collective agreement already states that all overtime must be approved by management in advance so management already has control over whether or not members accrue overtime. We have also conveyed to management on previous bargaining dates that many members feel that staffing is at a bare bones level, and this makes it more difficult for many members to take leaves or use other entitlements.

We are still very early in the bargaining process and both parties will have more proposals that will be exchanged on future dates. Our next bargaining date with the employer will be on November 30, 2021 and we will provide an update to you after that date.

This is a very busy time and the bargaining committee has been working very hard, including meeting on weekends, to both draft proposals and research and respond to the employer's proposals and we will continue to update you as there are further developments.

In Solidarity,

YUSA 2021 Bargaining Committee