

Bargaining Update – December 10, 2021

Dear YUSA Members,

Since our last bargaining update, the YUSA Bargaining Committee has met with the Employer at the bargaining table on two dates: November 30th and December 9th.

We continue to make incremental progress and have reached agreement on several minor items, including a change that will create more flexibility in how mediations and arbitrations can be handled.

Since our last update, YUSA presented the Employer with proposals, counter-proposals, and answered a number of queries from the Employer in regards to our proposals.

We also spent a great deal of time discussing with the Employer their recent concerning practice of posting jobs concurrently both internally and externally (a practice which YUSA has grieved), and Union bargaining proposals to address this issue. Another area of discussion was the Union's proposal to expand the language in Article 4 which pertains to harassment and discrimination.

On December 9th YUSA presented the Employer with a proposal that would add the current procedure for banking time for religious observances to the collective agreement. As a result of a past grievance filed by YUSA, the Employer has established a procedure whereby members could bank time in advance, so that they could take time off to attend to religious observances without depleting their vacation or personal time bank. We believe it's important to add this type of information to the collective agreement so that members are aware of their rights, and to ensure they are not eroded in the future.

We have been in regular contact with our colleagues in the other unions and student governments on campus regarding the ongoing bargaining that several unions on campus are currently engaged in, and they have expressed their support and solidarity with YUSA.

Our next bargaining date with the Employer will be held on Thursday, December 16th. This will be our last bargaining date before the Winter Break and we will resume negotiations after the break.

We wish you all the very best this holiday season. Be safe and healthy.

In Solidarity,

Your YUSA Bargaining Committee