

## Bargaining Update – April 7, 2022

YusApuY Members,

We want to send you a quick update as to the status of negotiations. We continue to meet with the employer on a weekly basis.

Recently we have been discussing sick leave entitlements at the bargaining table.

YusApuY has several proposals and we are trying to strengthen our contract to ensure that union representation is made available for members who are seeking workplace accommodations and we are also seeking to increase the amount of time sick members can retain rights back to their jobs.

The employer is again proposing major concessions.

For example, the employer is proposing a change to the contract that would end a member's employment relationship with the university entirely if they are off sick in excess of 24 months. Currently those members have the ability to apply for jobs as an internal candidate when they recover from their sickness, but the employer wants to eliminate this option entirely.

The employer has also proposed language that would result in members having their employment terminated if they are absent for 3 days if they don't notify the university and provide a reason satisfactory to the university. The employer's proposal is as follows:

*"An employee shall lose all seniority and service and shall be deemed to have been terminated if they are absent from scheduled work for a period of three (3) or more consecutive working days without notifying the University of such absence and providing reason satisfactory to the University."*

Frankly, we think this kind of proposal is offensive. It does not take into account the length of service a member has, or what has caused them to be absent from work for 3 days. They could be having a mental health crisis, be hospitalized, or even be a victim of

domestic abuse. We would hope that if a member didn't show up to work for several days, the reaction from their manager would be one of concern about their wellbeing, but instead the employer seems to want to just terminate members in these circumstances.

Lastly we want to remind members to register for our special bargaining meeting next Wednesday April 13 at the link below:

<https://forms.gle/fcq3Woqya7rw8FtP9>

In Solidarity,

Your Bargaining Team