

Bargaining Update – May 2, 2022

YusApuY Members,

On Friday April 29, the employer advised us that they would be applying for conciliation. This means that a conciliator will be appointed by the Ministry of Labour to help the parties reach an agreement. It will likely take several weeks for a conciliator to be appointed and we will continue to meet every week with the employer at the bargaining table in the meantime.

The employer has characterized the bargaining process as moving "slowly." We have told them repeatedly at the bargaining table that, from our perspective, a major reason that progress is moving slowly is that the employer continues to present many of its proposals in the form of large packages that must be accepted or rejected in their entirety and virtually all of these packages contain concessionary language. We have told them repeatedly that we are not interested in concession bargaining, and if they present us with a package that includes concessions we are not going to agree to the package.

The employer has also implied that their acceptance of YUSA proposals could be viewed by the employer as accepting concessions. We think there is a clear difference between the employer putting forward proposals that would erode the rights and benefits that we've spent 45 years building, and the union putting forward proposals that would improve the working conditions for staff at York University.

In the past several weeks we have made some progress and signed off on several articles where the employer has taken concessions off the table, however the majority of articles remain outstanding.

In Solidarity,

Your Bargaining Team