



YUSAPUY Annual Reports 2023

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YusApuY President's Report

Bill 124 - Rally

The cost of living has dramatically increased while our wages have been limited to increases of 1% per year due to Bill 124 which was recently struck down by the courts.

We've been advocating strongly for the employer to increase wages, and we coordinated a joint letter that was sent to the president of the university to ask for immediate wage renegotiations.

Also, for the first time in recent memory we've held a rally comprised of all unions on campus to fight for wage increases. Turnout for the rally was huge and sent a strong message to the employer that this is an important issue for workers across campus.

While the outcome of this effort is still uncertain this has been a very strong showing of solidarity and shows the university that we are standing united.

Exclusions

We continue to advance grievances regarding management positions that we believe should properly be within the YusApuY bargaining unit. Our goal is to have management jobs converted into YusApuY positions and ensure that the employer is not eroding high banded YusApuY jobs by turning them into management positions.

We have established an expedited protocol with the university to deal with these grievances and have held our first meeting with the university to discuss these grievances. We have dates booked into 2024 with arbitrators to hear these grievances and will start to get results in the coming year.

Hiring

The YusApuY executive board has approved a plan to increase the number of staff in the YusApuY office. We will be hiring additional staff to build the capacity of the office and deliver improved service to the membership. We have plan to hire positions related to communications and events, labour relations and administrative oversight.

Arbitration Wins

As we've announced in August we received another big win at arbitration in a case regarding job postings.

In this case YusApuY alleged that the employer was not properly considering the demonstrated ability of YusApuY members who applied for jobs that they were currently working in. In many cases we found examples where YusApuY members were told they didn't do well enough on the interview when they applied again for the current job that they were in.

This enabled managers to effectively end the employment for any YusApuY members on a contract when they re-applied for their jobs.

The arbitrator agreed with YusApuY that the university had violated the collective agreement and ordered that the university amend it's hiring policy and also required that the individual greivor be compensated for her loss.

This victory will help improve the job security for members who are on contracts and who are required to re-apply for their positions.

YusApuY 1st Vice President's Report

As the weather cools and the leaves on the trees begin to change, it is hard to believe that 2023 is quickly coming to an end. While the year has gone by quick, it is nice that day to day life has returned to near pre-pandemic times. Here's what I've have been working on in my role as 1st Vice President:

Job Evaluation Electronic System

In my May report, I shared with all of you, that the employer had brought a PowerPoint presentation to the April 24, 2023 Job Evaluation Labour Management meeting. The presentation was to show us a new Job Evaluation Data Process Initiative being created due to a concern with potential data loss of the job evaluations. UIT was building a system that would provide secure access and data retention, incorporate best practices with workflow automation of the job evaluation process. We expressed concerns that a new process was not to be a unilateral decision made by the employer and that the union should be involved. Article 14.01 of the collective agreement states that the job evaluation system is to be jointly developed, maintained and administered by the employer and Yusa. I am happy to announce that we will be attending a meeting on October 16, 2023, with the employer and UIT where we will have an opportunity to give input into the new system development and implementation. I will update the membership as more details become available. Stay tuned!

Exclusions Committee

The Exclusions Committee continues to review the CPM job postings and filing grievances for positions that appear to be Yusa work. This year, we have filed more than 20 grievances, which we have added to the other 120+ exclusion grievances that have already been filed since 2019. We discuss each CPM job posting to determine if they fall within the CPM categories (Confidential, Professional or Managerial) or if the work is covered by our union certificate. We have been doing an extensive review of all the grieved positions to ensure that none of them have an arbitrated settlement already. We have finalized the expedited arbitration process to deal with these grievances. We also reviewed each of the grievances that we have filed to ensure there were no arbitrated settlements from the past for the positions being grieved or sidebar agreements with the union and the employer on any of these positions. The employer has reviewed our list of grievances and they have come back with a list of the grievances they agree should be a part of the expedited grievance protocol and another list that they don't agree should move forward through the process. We had a meeting on September 15th with the employer and our legal councils to review the list of disputed grievances to make a plan on how to move forward. I will continue to update the membership on the progress over the coming months.

Unit 2 Sore Thumbing – Raters Needed

The Unit 2 job evaluation process is very different from the Unit 1 system. It is the employer who initially rates the Unit 2 jobs so they can be posted. Sore thumbing is a checks and balances type process to ensure jobs are rated accurately and the incumbents are paid at the correct band, according to the Unit 2 Job Evaluation Plan. This plan was created jointly between the Employer and Yusa. We have noticed there are less discrepancies in the ratings since we have resumed the sore thumbing process. Another advantage of doing this work is that it gives us a good idea of where the same temporary Unit 2 positions are being posted repeatedly instead of being posted as a permanent full-time Unit 1 job. While this process is not done as frequently as the Unit 1 rating process, it is still important work that needs to be done. We are looking for three or four Yusa members who would be interesting in learning how to sore thumb the Unit 2 positions. The time commitment is approximately one or two days per quarter which would be union duty leave. If you are interested in becoming a

Unit 2 rater or if you have any questions about the process, please send an email to wanda@yusapuy.ca.

Benchmark Project

A meeting was held on September 22nd with the members of the joint benchmark committee. The committee had not met since the start of the pandemic in 2020. We used this meeting to determine where we left off and how to get the process going again. While we had completed a large portion of the new benchmarks for each of the factors levels, there are gaps that still need to be filled in. There have been many new questionnaires rated over the past four years so we have lots to work with. The only questionnaires that can be used are ones that are completed for significant changes. We do not use the questionnaires from vacant revised or new positions because these are only completed by management. Benchmarks are used in the rating room as a check and balance to ensure that the factor level selected by the rating committee are appropriate and properly represent the job.

Bargaining 2024

It is hard to believe that our collective agreement will expire on July 31, 2024. Yusa wages have not kept up with inflation and we are way behind other comparable institutions in the GTA. Many of the same jobs at other universities are making upwards of \$10,000 more than us and that is not considering their pay grid. Several other Universities in Ontario have received top ups to their pays in recognition of Bill 124 being repealed. The University of Toronto just negotiated a new collective agreement and they received 9% in the first year, 2% and 1.8% respectively over the other years of their contract. As well, it is important to note that management at this university were not restricted to the 1% increases for the past three years that the union groups on campus were forced to take. The sunshine list has shown many senior Administrators at this institution have been rewarded with upwards of 10% increases each year through their pay grid and merit pay. York needs to step up and make this wrong, right. Yusa members deserve a real wage increase for the added workload and stress that covid put on each of us. We have not been keeping up to inflation for many years now and with Bill 124, it has put many of our members into a position where they are forced to live pay cheque to pay cheque because the cost of living in this Province has increased exponentially. Things are worse today for our members than was true five years ago. We need to go into the next round of bargain prepared to stand up and fight for substantial wage increases. Without proper wages, York cannot attract workers to apply here when those same people can go elsewhere and be paid way more at other Ontario universities for doing the same or very similar work. Many Yusa members are being asked to take on more work because there are not enough staff members to do all the work that needs to be done. These situations add stress to our members and we need to do something to make positive change. If you are not happy with the way things are, get involved. Be a part of the change that you want to see. We can do so much together, including taking on the Senior Administration for fair wage increases. Let's stand up and fight back for what's right for all of us!!

I want to thank the Yusa membership for allowing me the opportunity to work with you, for the past six years, in the capacity of 1st Vice President.

In Solidarity,

Wanda Hollingshead

YusApuY 2nd Vice President's Report

Dear members of YusApuY,

I can't believe it's Fall again and will be October as you read this report. I hope you were able to take some time over the summer to relax, explore and restore yourself. As will all my past reports, I'll take this opportunity to tell you about some initiatives and work underway as your 2nd VP. In addition to answering your inquiries by email and over the phone/zoom, attending meetings with you and with the union's committees and legal counsel, representing you in grievances, mediations and arbitrations, and liaising with the Employer on behalf of all members of our union, 2023 has been all about making progress on some important work I'm doing on your behalf. Here are some updates. As always, if you have any questions, please reach out to me anytime.

External Relationships

As you may know, one of the functions of the 2nd VP is to be a liaison between YusApuY and external organizations with whom we have relationships, such as our affiliations with the Confederation of Canadian Unions (CCU), the Coalition of Post-secondary Workers of Ontario (CPWO) and the Toronto and York Region Labour Council (Labour Council).

Since my last report in May, the CCU met in person in Winnipeg, MB on the weekend of June 10th and 11th. The Labour School included three talks. The first talk focused on Truth & Reconciliation and the road ahead, where the Educational Coordinator from the National Centre for Truth and Reconciliation spoke about the Center and its' resources and initiatives. Hosted by University of Manitoba, the NCTR houses over 5 million records related to the Truth & Reconciliation Commission's report, of which nearly 63,000 are public records that can be accessed, including documents, photos and videos. The second talk was by the Leader of the Manitoba New Democratic Party (Leader of the Opposition in the Legislative Assembly of Manitoba), Wabanakwut (Wab) Kinew, who spoke about the devastating effects of seven years of a Conservative government in Manitoba, including efforts by the Manitoba PCs to erode collective bargaining rights of unionized workers, a reduction in health and safety inspections and undermining workers protections, and funding cuts to health care and education wreaking havoc in Manitoba. We also spoke about the resistance to this tide among his party. The third and final element of Labour School was a two-part workshop on the duty of fair representation (DFR) and social media use, facilitated by lawyers from a Manitoban legal firm, Myers LLP Barristers & Solicitors. The workshop provided information and case law related to the responsibilities of union officials in representing our members. You can find the video of Labour School talks online on the **CCU Labour School website (Opens in New Window)**. Labour School from June isn't online yet. The CCU will be meeting again in October in Halifax, NS for the Biannual Convention and YUSA's delegates will update you all when we return! For more on the CCU, you can also check out the latest issue of the **CCU Connections (Opens New Window)**.

The CPWO hasn't met since my last report in May. However, we are in regular contact with our counterparts at the staff unions of other institutions, most significantly with USW 1998 (the union representing workers at the University of Toronto). Our connection allows us to share struggles and

strategies for addressing common issues on our campuses and make informed preparations for upcoming bargaining in 2024.

As I've shared in previous reports, Labour Council convenes monthly meetings which I attend as a delegate along with 7 other members of YusApuY. (If you're curious who these folks are, you can find them on our [website \(Opens New Window\)](#). Our affiliation with Labour Council allows us to stay connected to local and provincial initiatives and campaigns that impact our day to day lives in Ontario. Through collective action and solidarity, some proposed changes have been walked back by the Ford government when it became clear that Ontarians did not support the government's plans (for instance, most recently with the Greenbelt development scandal). For anyone interested in the broader labour movement, such as environmental justice, I encourage you to read more about the Labour Council [campaigns \(Opens New Window\)](#).

Website

In collaboration with the Communications Committee, we're continuing to make slow and steady progress on the website renewal project. The Committee and I are working alongside our website designer/developer, Sean Cain, to upgrade and expand our website content and in functionality. We're hoping to demo the new design to the membership very shortly and in the meantime if you have ideas, please share them with me and the [Communications Committee Chair \(Opens New Window\)](#).

Benefits

The benefits improvements we won in our most recent Unit 1 bargaining have been phased in over the life of the current CA and include vision care increases effective this year as of August 1. We strongly encourage folks to familiarize yourself with our fantastic extended health, vision and dental benefits by reviewing the most recent [benefits booklet \(Opens New Window\)](#). As always, if you have concerns about your Sun Life claims, please reach out so that we can advocate on your behalf (and file grievances as required).

Job Posting Issues

Sonny shared the excellent news of some big wins in arbitration related to Unit 1 job posting issues earlier this year. Despite these wins, we need to remain vigilant. We hear from many members with ongoing concerns related to job postings and the number of internal folks who are unsuccessful in job competitions which then are being filled by external hires or not being filled by YUSA-1 members at all. We encourage members to familiarize yourself with your rights under Article 12 of the CA and contact the union if you have concerns about any job competitions. Protecting our rights takes us all!

Committee Work

As you likely know, the full-time Officers are ex-officio members of all union committees. To ensure committees have the resources they need to be successful in achieving their goals, we each take the lead in supporting several of them. I'm currently acting as a resource to the [Nominations Committee \(Opens New Window\)](#), the [Communications Committee \(Opens New Window\)](#), the [Constitution & Policy Committee \(Opens New Window\)](#) and the new ad hoc Social Action Committee. If you'd like to learn more about them, I've provided a link to their terms of reference and each Standing Committee has a report available in this package. The folks on committees are volunteers who spend many lunch hours and evenings working on behalf of us all and we owe them many thanks!

As I shared in May, I've been facilitating a working group on behalf of the Board comprised of Chairs of various committees, and together we're developing onboarding materials for incoming Board members. We've been making slow and steady progress developing resources that will be helpful to ensure that new union officials understand the structure and processes of YusApuY as they step into their role on the Executive Board.

Ad Hoc Social Action Committee

As was announced recently, I spearheaded the creation of an ad hoc Social Action Committee, which was recently approved by the Executive Board. YusApuY now has dedicated committee members focused on engaging more with Labour Council's many initiatives and spear-heading YUSA events that grapple with social and political issues that affect not only members of our union, but all working people in Ontario. The Committee lead the YUSA delegation at the recent annual Labour Day Parade in downtown Toronto, and members of the committee helped ensure the success of our lunch-time drop-in sign making as we prepared for the Fair Wages Rally on September 20. If you're interested in joining the committee, please reach out!

Training & Development

As I shared in May, I've been working toward completing the Inclusive Leadership Program offered by Anima Leadership. This program is comprised of three courses. Very shortly I'll be taking the final course: *Authentic Facilitation: Guiding Groups with Presence and Ease*. I'm also participating in a monthly lunch-hour community of practice for white leaders who are looking to grow our skills in the transformative work of racial justice. I hope to bring these skills to my work as your 2nd VP. It's critical for union officials to develop skills and practices that help make people feel safe in seeking our assistance so that our union can lift our members up.

I want to end my report by thanking the dedicated and hard-working staff in the union office who support the work of the full-time Officers and union officials every day, and I want to share my sincere gratitude to the membership for continuing to allow me to work on your behalf. This is often challenging work, peppered with celebration, and representing you and our union in this critical work of defending our rights isn't a duty I take on lightly.

As the 2022-2023 term nears completion, I hope we all enjoy good health and good humour as we reflect on what we've accomplished together as a union over the last two years and what remains ahead of us to achieve. Please take care of yourself, each other, and your loved ones.

In solidarity,

Breanne Whitwell (breanne@yusapuy.ca)
2nd Vice President (VP External)

YusApuY Membership Officer Report

Dear fellow members,

We have seen a decline in new hires and have welcomed fewer new members to the union this period. Nevertheless, it is with great pleasure that we onboard new staff members who continue to join and contribute to the efficient running of the workplace.

New member orientations continue to be an essential time for newly hired staff members to learn about the highlights of union membership, our benefits coverage, and getting involved themselves in future union roles.

Our strength will always be in our membership and solidarity, and in that spirit, the role of membership officer has been very rewarding, to be able to serve our members in this capacity. I have enjoyed meeting and connecting with new members and hope that you, too, will enjoy new friendships!

It has been my great pleasure to serve as Membership Officer for 2022-2023.

In solidarity,

Min-A Yoon

YusApuY Treasurer Report

Dear YusApuY members,

I hope everyone has had time to settle in and relax from the start of the Fall 2023 term, an extremely busy time for us all. With the change of season comes change of landscape – bright colours, textures, and temperatures. I hope everyone will take some time to enjoy the sights and sounds of the Autumn season.

Please find below the reporting for October 2023.

Financial Statements

The financial statements continue to be presented to our Executive Board on a monthly/bi-monthly basis. The transactions continue to be reviewed to ensure amounts are allocated to the relevant accounts.

Attached to this report, you will find the 2023 Financials ending July 31, 2023. If you have any questions regarding the financials, please forward your questions to: treasurer@yusapuy.ca

YusApuY Investments

Our investment brokers, Page and Associates, presented a 2022 report and the 2023 quarterly report of YusApuY investments to our Executive Board. It is hoped moving forward, that our Executive Board will continue to request meetings, annually and as need basis, with our investment brokers to review YusApuY investments including the Strike Fund.

Policies and Documents

On an annual and as need basis, existing policies and documents are reviewed and revised.

As a result of time constraints, instead of completing a Manual for the Treasurer position, this information will be included on the Treasurer Transition document. This document is updated annually to ensure a smooth transition to the year ahead.

Standing Committee Budgets

Back in May 2022, members were informed of the importance of assigning standing committees a budget. Before assigning any committee funding, it is important to have a policy. The policy was drafted and presented to our Executive Board and Committee members. After discussions, the policy will be further revised to clearly define assignment and roles of authority, purpose, reallocation of funds and budget surplus. This continues to be a work in progress.

Until a policy is approved by our Executive Board, standing committees continue to present their initiatives and project budgets to our Executive Board for approval. Approved funding continues to be tracked to ensure that projects remain within the spending limits.

Review Engagement

A review engagement will take place for the 2022 year. We await details from the bookkeeper and accountant.

To ensure that YusApuY is paying a competitive rate for audits and review engagements, accounting firms were contacted for quotes. The request was made during the tax season, a request for follow up was made, and we await the quotes.

In May 2022 members were informed that an audit statement policy would be created. Discussions informed that YusApuY does not require such a policy as this is covered under the Labour Relations Act, 1995, Information, 92 (1) Duty of union to furnish financial statement to members.

Upcoming Projects

Adhoc Finance Committee

Determine if there is a need for an adhoc finance committee:

Considerations to be examined are collection of outstanding loans, policy creation, and as informed by the YusApuY Constitution, important financial events, trends and issues relevant to YusApuY. Consideration of an adhoc finance committee during a bargaining year.

Investment Policy

Drafting an investment policy:

The importance of the creation of such a policy is to ensure transparency, define authority, investment practices, risk, etc. and informs our investment brokers of YusApuY investment goals.

Fiscal Year/Annual Budget

As previously informed to members, YusApuY's fiscal year is from January 1 to December 31. During YusApuY's November 2022 planning session, our Executive Board came up with several goals. The Treasurer's goal is to have the budget align with YusApuY's fiscal year. Drafting the budget in the November/December months can help to ensure that the budget is ready for approval by late January/early February.

In closing, elections are taking place this year and I want to encourage our members who are interested in running for a position, to put their name forward. Participating and volunteering your time can be a rewarding experience, a learning opportunity and gives insight of how our union works for our members.

For those who put their name forward during the 2023 elections, I wish you all Good Luck! To all members, I ask you to participate by taking the time to vote.

If you have any questions, comments or suggestions regarding the finances of YusApuY, please do not hesitate to contact me at treasurer@yusapuy.ca.

In Solidarity,

Carolin Potter
2023 YusApuY Treasurer
treasurer@yusapuy.ca
<http://www.yusapuy.ca>

YusApuY Glendon Officer Report

Position is currently vacant!

YusApuY Bargaining Report

YUSA 1

Picking up from our May report:

July 2024 (when our current collective agreement expires) is coming fast and furious and at the end of it, we will have made it through the terrible, awful, moderation period of Bill 124, ***Protecting a Sustainable Public Sector for Future Generations Act, 2019*** that forced us to only have meager, no where near the cost of living increases (even though Managers across this University continue to have increases upwards of 7, 8 and 9%!).

What that means is that we can soon negotiate a living wage, where we aren't tethered to the terrible 1% wage increase that the Conservative Government imposed on Union members.

The good news is that YUSA along with other union groups on campus have sent a letter to President Lenton (**click [here](#) to view (Opens New Window)**) to renegotiate our wages NOW. Here is a synopsis of that letter:

Today, on behalf of YUSA, YUFA, CUPE 1356 and CUPE 3903, we have sent a letter to the President of York University, Rhonda Lenton, calling on her to renegotiate our wages now.

We have expressed to President Lenton directly the following: "While our wage increases have been capped at 1% per year, the cost of living has increased at a much higher rate. Many of our members are struggling to pay their bills and provide for their families due to the increased costs of housing, food, and transportation, etc. To address this many universities in Ontario have decided to renegotiate wages to ensure their employees are fairly compensated, and we are calling on York University to do the same. As Bill 124 has been struck down, it is no longer in force, and nothing stops us from renegotiating wages now."

Join us in calling on York University to provide staff and faculty with fair wages by negotiating our wages now.

Our Collective Agreement ends on July 31st, 2024. With the momentum of staff unions at other Canadian universities who have received 3%, 3.5%, 4% and some even 5% wage increases to battle the rising rates of inflation, we will be taking this Employer to task.

If the last round of Bargaining (Unit 1) was any indication of how fed up you are that the University can hold us to wages that don't keep up with inflation and where we had a strong mandate to STRIKE – from YOU, our members – the Employer better be prepared for a fight like they have never seen. Each paycheque we are LOSING money – with inflation increasing, and interest rates rising (8 times in the last year), members have to decide whether to put food on the table or pay their rent. This is unacceptable in this day and age! Nobody should have to live like that.

So, we are asking you to put up your YUSA signs; wear your YUSA swag; let the Employer know that you are fed up and that something must be done – WE are the backbone of this University. WE are the ones who keep departments running efficiently. We will need your voice going forward when the new collective agreement starts being discussed.

Your Bargaining Team will be sending out a survey again in the new year (around February) to see what your "asks" are to this Employer. So keep an eye out for that in your email.

YUSA 2

Remember in the May report, we told you that our YUSA-2 members DO NOT have personal days; vacation days; sick time, medical or dental benefits – NOTHING! We told you then that we wanted to get SOMETHING for our unit 2 members. We put multiples “asks” – asking for 1 sick day a year; or 1 personal day a year – not a lot to ask really and it would only cost the employer \$12000. We asked for health and dental benefits – the same level as students get at the University which would have benefitted the members greatly, and only cost the Employer \$120,000 a year. Not a lot to ask really (again) when this Employer has had a revenue surplus of millions of dollars last fiscal and the year before.

We had asked for a 5% increase in wages – a band 1 makes minimum wage (\$15.50/hour) – but that was denied. We were however “lucky” to get:

- Wage increases across the board of 3.5% for 3 years (2022, 2023, 2024) with Wage increases to Pay Bands 1 (+\$0.61) and 2 (\$0.49)
- Paid leave added to part-time contracts (1 hr for each 100 hrs after probation)
- Hybrid Work LOU
- Increased Safety Boot Allowance (\$250 every two years)
- Increased Bereavement Leave (added eligibility and flexibility)
- Increased Jury Duty Leave (paid leave for any type of jury duty service)

Bargaining with this Employer has been challenging to say the least. They continuously spout that they are “here for the staff”. That they have our best interests at heart. If that was true then they wouldn’t offer so many concessions, always wanting to erode our collective agreement, and offer a fair, living wage!

Rise Up!

In Solidarity,

Your Bargaining Team.

Scarlett Farquhar – Chair, Lorraine Mar – Vice Chair, Elspeth Staniland – Grievance Committee Rep, Zeripha Moses – Member at Large, Sonny Day – YUSA President, Wanda Hollingshead – YUSA 1st Vice President, Breanne Whitwell – Ex-Officio (2nd VP)

YusApuY Constitution and Policy Committee Report

No Report

YusApuY Communications Committee Report

Thank you for your continued support for the Communications Committee over this past year! The campus is buzzing with activity, and we are energized by all the students attending their Fall courses. We have been heavily focusing our time and energy towards the YusApuY website and are looking forward to rolling it out soon.

The committee continues our bi-weekly meetings and currently do not have any motions to bring forward and are focusing on the following items:

- The committee circulated our newsletter via Sway July 20, 2023 that featured acknowledgements of past actions, events, and workshops that YusApuY members have participated in, scholarship recipients, and articles written by our members. We are now working on our next newsletter due to be circulated by November 2023.
- Since January 2023, the committee has dedicated two full day and two half day in-person brainstorming meetings to review the functionality of the existing website, discuss plans for our new website, reviewing and editing the new website with our web-developer, and editing current content for the new website.
- We are now continuing to edit content for the website and have started writing new content for the website so we can support our members more effectively.

Please feel free to contact us if you have any additional items you wish the Communications Committee to consider.

In solidarity,

Kali Banner (Chair)

Rosa Berdejo-Williams (Vice-Chair)

Mickel Allen

YusapuY Equity Committee Report

Greetings YUSAPUY,

I hope this report finds you well and your loved ones well.

National Truth and Reconciliation

On September 30, 2023, members were invited to visit the Native Canadian Centre of Toronto to commemorate and honour National Truth and Reconciliation Day. The tour guide will cover the largest collection of Canadian Indigenous artwork in the city of Tkaronto (Toronto) highlight major local landmarks, historical events, traditional ceremonies and sacred practices.

In 2015, the National Centre for Truth and Reconciliation released the [6 Actions of ReconciliACTION \(Opens New Window\)](#) to assist people on their journey toward Reconciliation. The six actions are:

- **Learn** the history between Indigenous and non-Indigenous peoples;
- **Understand** the history and legacy of residential schools;
- **Explore** the unique intersections we have between treaty, constitutional, Indigenous, and human rights we have in Canada;
- **Recognize** the rich contributions that Indigenous peoples have made to Canada;
- **Take action** to address historical injustices and present-day wrongs; and
- **Teach others.**

Understanding Racialized Union Officials' Experiences at YUSAPUY: Preliminary Observations, Findings & Recommendation

As part of the efforts move forward on the report the Equity Committee has attempted twice to find outside experts to review YUSAPUY policies with a lens on Equity Diversity and Inclusion. We had success in finding people willing to take on this task but later cancelled due to other commitments. This happened twice! This effort needs to be re-energized to move this effort forward.

Moving forward in Gratitude

With gratitude and appreciation, we thank Ruth Bramham for their service on the Equity Committee. We wish Ruth all the best in retirement.

Kali Banner has stepped down from the Equity Committee so they could step into the role of Chair of the Communications Committee.

We thank Niko Markakis for his service on the Equity Committee, Grievance Committee and Health and Safety Committee. He has resigned from York to pursue other endeavours.

Thank you all for sharing your expertise and life experiences. We see you and wish you all the very best!

Get up and stand up in Solidarity,

Equity Committee

Cynthia Goodfellow, Diane Lorraine Mar, Jenn Ferdinands, Jowan Jafaar, Nikolaos Markakis, Nneka Roberts, Raquel Torres, Rosa Berdejo-Williams, Rosanna N Chowdhury, Zeripha Moses

YusApuY Grievance Committee Report

The grievance process helps protect York University's unionized employees against arbitrary decisions of management regarding discipline, job closures, promotions, and other potentially unfair measures. The grievance process provides YusApuY with a formal process for enforcing the provisions of our collective agreement.

YusApuY files upwards of 100 grievances most calendar years. These include individual grievances concerning issues that individual members have in the workplace, and policy grievances filed regarding general practices of the employer that the union believes to be contrary to the collective agreement. The most common type of grievances are "Job Posting" grievances, filed on behalf of members who applied for jobs in the bargaining unit but were unsuccessful in getting the positions. This year, YusApuY has also filed several "Failure to Accommodate" grievances, mostly on behalf of members who have a personal circumstance (illness, injury, etc.) that prevents them from commuting to campus, but who would be able to work from home, if permitted by management to do so. We've also filed several "Job Closure" grievances, many of which were related to the so-called restructuring in the Office of the University Registrar.

At York University, the grievance process begins with YusApuY filing a grievance and then a Step Two meeting is held. If the employer denies the grievance, the grievance goes to the Grievance Committee for review.

YusApuY's Grievance Committee is active throughout the year, meeting every two weeks to discuss the merits of filed grievances and to determine whether grievances should proceed to mediation and/or arbitration. The Committee's recommendations then go before YusApuY's Executive Board for approval.

In addition to attending Grievance Committee meetings every two weeks, members of the committee attend Step Two meetings to observe, make notes and gain information about the files. This is a significant benefit when determining how to proceed with each grievance. We also attend mediation and arbitration hearings when we're able to do so.

I would like to take this opportunity to sincerely thank all Grievance Committee members for their contributions to the success of YusApuY and to our Committee in 2023. Thanks go to Vice-Chair Anne Ralph, to committee members Sandra Bell and Nikolaos Markakis, and to alternates Joy Raymond and Tammy Paglia.

Elsbeth Staniland
 Chair, Grievance Committee

Grievance Type	Number to date in 2023
Job Posting	11
Failure to Accommodate	10
Job Closure	7
Policy	4
Discipline	4
Failure to Priority Place	3
Termination	2
Denied Personal Leave	1
Denied Vacation	1
Failure to Submit Temp Assignment Form	1
Vacation Pay Out	1
Medical Cannabis Benefit Claim Denied	1
Denied Severance	1
Investigation	1

YusApuY Health and Safety Committee

October 2023 Report to the Membership

Paula Gowdie Rose, Chair (x44150, pgowdie@yorku.ca)
Member of the YUSAPUY Executive Board

The YusApuY Health and Safety Committee is a Standing Committee of YusApuY, entrenched in YusApuY’s Constitution. Our mandate is to work with, advocate for, and support our Members on issues relating to occupational health and safety.

For occupational health and safety concerns, consult with Members of your [Health and Safety Committee \(HSC\) \(Opens New Window\)](#) who participate in York Joint Health and Safety Committees ([JHSCs](#)) ([Opens New Window](#)) that relate to your workplace (building) or Paula Gowdie Rose, HSC Chair (pgowdie@yorku.ca).

Interested in participating?

I have been involved in the YusApuY Health and Safety Committee since April 1997 and continue to advocate for, and support, YusApuY members in occupational health and safety, as well as for many other areas impacting the workplace. As time goes by and the size of the workplace increases, the need for more Members to become involved and invested in occupational health and safety in the workplace also grows. If we don’t take an interest in our own affairs, there is a very real risk of losing any gains that have been made, and compromising our own safety, as well as the Union. Being involved is truly the only way to understand how this organization works, how it fits into the York University community and ways to move the organization forward. To find out more about involvement, please complete the [Response Form](#) ([Opens New Window](#)) or email: pgowdie@yorku.ca.

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Acknowledging the Work of the YusApuY Health and Safety Committee and Those Who Support Our Work

I am proud of the work and all the good the YusApuY Health and Safety Committee (Committee) has accomplished over the years, and all the Members who came forward and gave of themselves and their lives for the betterment of the YusApuY membership, and quite frankly, the York University community. While our accomplishments are often not publicly recognized or acknowledged, the Committee, including the former YusApuY Joint Health and Safety Committee, and current YusApuY reps associated with York Joint Health and Safety Committees (JHSCs), have been pioneers at York. Over the years, the accomplishments of the Committee have positively impacted and improved practices involving occupational health and safety at York University. What may not be known, is that the former YusApuY Joint Health and Safety Committee received two service recognition awards from York University in 1999 and 2021.

We, YusApuY, as a community, ought to celebrate our own accomplishments and the people who were and continue to be involved.

In Recognition...

Members of the **Committee** (Opens New Window) are YusApuY Members who volunteer countless hours, skills and efforts to their roles and responsibilities. This they do in addition to carrying out the roles and responsibilities of their York employment positions. The **YUSAPUY Executive Board** (Opens New Window), primarily comprised of YusApuY Members who are volunteers on the board, supports training for the Committee. The **YUSAPUY Office Staff** (Opens New Window) who help with scheduling and coordinating meetings and events, providing service to YusApuY Members and Union Officials and supporting the day-to-day operations of the Union, including the three full-time paid Officers of the Union – the President, 1st VP and 2nd VP. The full-time paid Officers who can participate in occupational health and safety issues and advocate for resolutions with Health, Safety and Employee Well Being and Employee Relations. Most of all, YOU! You are part of the process! The Committee relies on input from the membership. While it is employees' responsibility to report hazards in the workplace to their management supervisor, the YusApuY reps of the York **JHSCs** (Opens New Window) are also available to support Members through occupational health and safety issues.

A big THANK YOU! to everyone who is involved, and especially to the Members of the YusApuY Health and Safety Committee for the work that you do on behalf of the YusApuY membership!

Highlight of some achievements of the YusApuY Health and Safety Committee

- Raised the level of awareness of occupational health and safety at York University.
- Raised awareness of the need for an effective university wide Emergency Response process.
- Influenced the installation of a fire suppression system in the Student Centre and York Lanes Colonnades, as well as the removal of garage door fire separators that fell on users of the facilities (grievance settlement).
- With assistance from the All Unions Health and Safety Committee (labour representatives from all unions at York), the successful removal of Dalton Chemicals (tenant) from the Farquharson Building and York University. During Dalton's occupancy at the Keele campus, chemical spills at Farquharson were frequent, employees were exposed to various chemicals, some were injured and building occupants were affected. Also, influenced the retrofitting of the HVAC system of the Farquharson Building after the removal of Dalton Chemicals.
- The development and subsequent revisions of the Renovation and Construction: Health and Safety Handbook (formerly the Renovation and Construction: Health and Safety Guide for Managers).
- Recipients of a York Health and Safety Award acknowledging the work of the YusApuY JHSC (1999 and 2021).
- Supported the initial use of panic buttons as a safety measure at York and influenced the use of, and installation of, security mirrors in isolated areas.
- Introduced the use of indicators on glass walls to make glass walls and doors more obvious to users of York's buildings.
- Participated in the 2002 WSIB Workwell Audit.
- Closure of Burton Auditorium resulting from major health and safety concerns identified by YusApuY members in work refusals and supported by JHSC worker members (2008).
- Raised awareness about scents, smoking and second-hand smoke in the workplace (2000 and ongoing).
- Raised awareness of musculoskeletal injuries in the workplace, and the legislated requirement for reporting such injuries.

- Raised awareness of legislated hazard and incident reporting requirements and First Aid practices in the workplace and legislated requirements.
- Encouraged improvements in York snow removal practices, and the development of processes around responding to snow activities.
- Improvements on renovations/construction contractor requirements while working at York.
- Achieved through bargaining the development and implementation of the Inspection Protocol for a New Building or Newly Renovated Area Greater than 5,000 sq ft (Pre-Occupancy Inspections Protocol) (2005).
- Influenced the development of an electronic project notification process (2005).
- Raised awareness of asbestos in the workplace and influenced the development of the asbestos abatement program (2006 and 2007).
- The development of a tunnel SOP and an annual fume hood flow testing and repair process (2010).
- With the assistance of YUFA colleagues, addressed environmental/indoor air quality concerns in the Computer Science and Engineering Building, resulting in the eventual removal of plant life in the Atrium (December 2009), the HVAC system being addressed and floors 1003 CSEB being replaced (July 2010).
- Improvements to York occupational health and safety programs and initiated the development of various York occupational health and safety programs and guidelines, e.g., Work Alone Program, Occupational Asthma Guideline.
- Participate in unsafe work refusals.
- Improvements to YusApuY Units 1 and 2 Collective Agreements relating to occupational health and safety.
- Prepared and submitted joint recommendations to the Employer to address various issues, including, inclement weather, installing life saving equipment at the Stong Pond, ensuring safe flow of traffic on Fine Arts Road and ensuring safe access to and from the lower level of the Glendon campus via roadways and the Stairwell.

Working Alone

In certain parts of the workplace, employees work alone. What does this mean? There are certain positions that work alone, employees who work alone after regular business hours or on weekends, and employees who work alone in isolated locations. Working alone has associated risks and the risks increase according to the particular circumstances. For example, does the role handle cash, involve electricity, work in confined spaces, work at heights, deal with, or having the potential to deal with, aggressive or violent clients, work in a space that does not have phone reception, etc. For these and other circumstances, if working alone is a safety concern, speak with your management supervisor. Your manager should then conduct a *workplace risk assessment*. (Regardless of whether or not you indicate to your manager a hazard of working alone, Section 32.0.3 of the Occupational Health and Safety Act (OHSA) requires the Employer (your manager) to complete workplace risk assessments as it relates to violence and harassment in the workplace, to review these assessments periodically and to provide copies to the relevant JHSC.)

If working alone applies to your circumstances in the workplace, the York **Working Alone Program** (Opens New Window) provides guidance on how to develop a **Work Alone Protocol** specific to your workspace and implement relevant safety measures, as well as other options that are available at York, such as Community Safety's **Why Work Alone Program**.

Forest Fires

Forest fires are not a new phenomenon. However, for the better part of 2023, the world seemed to be on fire, and in some places, forest fires are ongoing. In Ontario, the Northern regions were primarily affected, and we can only imagine the devastation and aftermath that has been left behind. Smoke and soot from forest fires impacted parts of the GTA, including our workplace, resulting in poor outdoor air quality. Smoke and soot also entered buildings, impacting the indoor air quality of workspaces and negatively affecting employees. The effects of forest fires are not new, but they are new to the workplaces that have not had to deal with this issue previously and it certainly showed in our workplace. Having said this, the principles of indoor air quality remain consistent across the spectrum of pollutants, i.e., determine the specific pollutant(s), eliminate, ventilate, and filter out pollutant(s) to support addressing indoor air quality issues.

During the periods where our workplace was most impacted and affected employees, the department of Health, Safety and Employee Well Being issued a statement, which was posted on their [website](#) (Opens New Window): **Special Air Quality Statement – June 7th 2023**. Apparently, this document had been circulated to the managers' listserv with the expectation that managers would forward this to their respective groups of employees. Some employees received this, others did not, including myself. The effects of forest fires are not simply a "smoky odour". This type of smoke carries with it gases and fine particulates that impact the lungs and can have significant effects for individuals with pre-existing respiratory and cardiovascular diseases. The Occupational Health Clinics for Ontario Workers (OHCOW) produced in several languages a four-page infographic on forest fires and their effects that is a great resource that can be found at [Wildfire Smoke](#) (Opens New Window). The Canadian Centre for Occupational Health and Safety (CCOSH) also has some information at [Forest Fires and Wildfire smoke](#) (Opens New Window).

Your manager supervisor is responsible for your occupational health and safety while in the workplace. OHSa requires that the Employer hires competent supervisors, i.e., a person who "(a) is qualified because of knowledge, training and experience to organize the work and its performance, (b) is familiar with this Act and the regulations that apply to the work, and (c) has knowledge of any potential or actual danger to health or safety in the workplace" (Section 1). More and more, there seems to be a trend of managers not knowing how to address occupational health and safety issues and so they wrongly require employees to provide documentation in order to be medically accommodated in the workplace. OHSa requires that employees report hazards in the workplace to their managers. Continue to do so. You may also consult with a YusApuY rep on the relevant [JHSCs](#) (Opens New Window) for assistance in navigating occupational health and safety issues.

Some References

- [Occupational Health Clinics for Ontario Workers \(OHCOW\)](#) (Opens New Window)
- [Canadian Centre for Occupational Health and Safety \(CCOSH\)](#) (Opens New Window)
- [Government of Canada](#) (Opens New Window)



Take care of yourself and those around you,
PGR

YusApuY Job Evaluation Committee Report

It's amazing how time seems to fly, especially with the arrival of October and the changing seasons. Pumpkin spice treats are a delightful way to enjoy the season's flavors.

As we embrace the vibrant atmosphere that has returned to our campus, we acknowledge that it comes with its own set of busy moments. The hustle and bustle can sometimes be overwhelming. Amidst these moments, I encourage each and every one of you to take a step back and prioritize your wellbeing. Whether it's a short walk, a moment of deep breathing, or simply pausing to appreciate the beauty around us, these small acts can make a significant difference in our day.

The Job Evaluation Committee (JJEC) members continue to collaborate and discuss their experiences during our monthly Zoom meetings. These discussions help address questions and concerns from raters, ensuring a fair and equitable system.

Prior to the pandemic, a joint project to update a portion of the Job-E process was initiated but had to be stalled due to the circumstances. Efforts are being made to resume and complete this project, with YUSA Officers engaging with the employer for a successful outcome in the near future.

I wanted to share some excellent news regarding our efforts in job evaluations. Despite the challenges we've faced, the Joint Job Evaluation Committee (JJEC) has exhibited unwavering dedication, resulting in the successful evaluation of a remarkable total of one hundred and fourteen jobs across the first, second, and third quarters (Jan-Mar, Apr-Jun, Jul-Sep).

The breakdown of job evaluations is as follows:

New Vacant	New Revised	Significant Change	Temporary Assignments
52	11	26	25

This achievement is a testament to our team's commitment to upholding a fair and equitable evaluation system. Each evaluation represents a step toward ensuring our processes accurately reflect the value and demands of each role within our organization.

Thank you to all our raters for your hard work and dedication in making this possible. Let's continue this momentum and strive for even greater success in the upcoming quarters.

Earlier this year unfortunately our Vice Chair Kathleen Welsby resigned. Her contributions and support during her tenure as Vice Chair are deeply appreciated. We wish Kathleen the very best in all her future endeavors. May her path be filled with success, fulfillment, and happiness.

Looking ahead, the committee is actively training new raters, and the anticipation of having at least five new fully trained raters in the new year is exciting. Their support and contributions will undoubtedly strengthen the JobE committee's efforts moving forward.

Wishing everyone on the committee the best as they continue this important work.

If you are in the process of a Significant Change or thinking of beginning the process, we urge you to access the drop-in sessions available to you. Even if the process is completed jointly, be informed, know your rights, and know what you are signing off on. It is a very complex task. Hope to see you at one of the drop-in sessions soon!

Thank you, stay safe and healthy!

Warm regards,

Charmaine Mohamed, JobE Committee Chair

<http://www.yusapuy.ca> (Opens New Window)

YusApuY Nominations Committee Report

Once again Fall has arrived and temperatures are definitely getting cooler.

Since the May report, the committee has organized two evotes. In May an evote was held for approval of the budget and the following month we had the ratification vote for our Unit 2 members. Thanks to all our members that took the time to vote.

The Nominations Committee has been preparing for the Fall election as this is an election year for YusApuY. Elections occur biennially for Officer and Committee positions. The Elections Policy contains very detailed information about the election process and is available for viewing on the union website and via the following link <https://yusapuy.ca/yusapuy-elections-policy/> (**Opens New Window**). If you have questions regarding the nomination process, please feel free to contact us at our committee email: nominations.committee@yusapuy.ca.

The first step for the elections is always to form an Elections Committee. I am happy to report that we have a full committee this year. Members are Cassandra Chambers, Michelle Cousins, Rita Parente and Sameera Falcon Khan.

Training for the Elections Committee is scheduled to be held with a facilitator at the beginning of October and the committee is now busy preparing for the Elections along with the staff in the union office. All meetings will be held virtually this year and Simply Voting will be utilized once again to handle the Evote. During the election period, all election related enquires can be directed to the elections email: yusapuyvoting@gmail.com. Please do not contact members of the committee at their individual work emails. Thanks to Michelle, Rita and Sameera for agreeing to be members of the Elections Committee for this year.

On a personal note, after 42 years at York I made the decision earlier this year to retire from the university. I have been involved with our union for many of those years and very involved in previous elections. I have asked for and received status as a 'special member' of YusApuY as per our Constitution and will continue to work with the Nominations Committee for the remainder of the year.

Finally, I would like to thank Raquel Torres and Tammy Paglia for once again participating in the Nominations Committee this year and for their assistance as we prepare for Elections.

In Solidarity,

Sylvia Bosch-Karas

Nominations Committee:

Sylvia Bosch-Karas – Chair
Tammy Paglia – Vice-chair
Raquel Torres