APRIL 15, 2026

YORK UNIVERSITY STAFF ASSOCIATION

YUSA

ASSOCIATION DU PERSONNEL DE L'UNIVERSITÉ YORK

OFFICER AND COMMITTEE REPORTS

SPRING 2026

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YUSA President's Report

This January a new two-year term started for YUSA officers and committee members. We started this term with a two-day planning session with the new executive board. There we made plans for the next two years and the board established a goal to "Educate, engage and empower members and build pride and support in the union." There was a lot of really positive energy and camaraderie at our planning session, and while we are still early in the term, we are off to a good start.

Unit 2 Bargaining

Since my last report we concluded bargaining for YUSA Unit 2. This was an historic round of bargaining with Unit 2's first-ever strike vote. We had an incredible 96% of voters vote in favour of a strike! This enabled us to get paid sick days for the first time ever for Unit 2 members. I want to thank our Unit 2 bargaining committee and all the Unit 2 members who voted for helping us achieve this big victory! As YUSA's chief negotiator in that round of bargaining I was really thrilled at our incredible win!

Remote Work

Remote work continues to be a high priority for many members. This is also the case for our non-academic colleagues working at the University of Toronto who are going into bargaining this summer. U of T is trying to reduce or eliminate remote work, so this is going to be a huge bargaining issue for them.

I want to do everything I can to help our brothers and sisters at the University of Toronto keep remote work because it's the right thing to do and also because if they can win so can we!

I've been working to coordinate joint efforts between YUSA and USW Local 1998, which represents staff at U of T to fight for remote work. This month YUSA stewards participated in joint picket captain training at USW's offices near the University of Toronto downtown campus. This was a great opportunity for us to learn from one another and strengthen our solidarity and we will continue to support one another as the bargaining process moves forward.

Grievances

We continue to have many active grievance cases. Through the exclusions grievance process, over 30 CPM management positions have now been converted to YUSA positions. This work is ongoing and we are hoping that number will increase this year!

Last year the employer also attempted to add onerous new provisions to offer letters for new YUSA staff which would have required you and your YUSA colleagues to disclose any and all outside employment or professional activity to the university. That meant if you wanted to drive for Uber or work a part-time job on the weekend or evenings you would have been required to tell your manager at York, who could then decide if you would be allowed continue. Through the grievance process we were successful in having this requirement to disclose any outside employment removed.

Outlook

The university continues to face financial challenges, largely due to its past overreliance on international students. Last year we had a higher number of job closures than is typical and many of us are facing increased workloads. The university budget had significant cuts last year, and while they are projecting some cuts again this year, they are more modest than in the previous year. There is some good news this year as there has been increased domestic enrollment and the government announced increased funding and an end to the tuition freeze. The university is projecting an increased budget for salaries and wages in the 2027-2028 fiscal year and an overall budget surplus to return in the 2028-2029 fiscal year.

I continue to raise the issue of the university's increased spending on management as opposed to staff whenever we meet with senior leadership of the university. We have noted that in some areas there has been some reduction in management headcount, however the ratio of management to staff continues to be very management-heavy in many areas.

I know this continues to be a challenging time for many YUSA members and if you need support or advice, please reach out to us for help. In good times or bad times, we continue to work to advocate for the best interests of the membership.

Sonny Day

President

YUSA 1st Vice President Report

Hello fellow YUSA members,

Here are some updates on what I have been working on since my last report in October 2025.

Job Evaluations and Appeals

There continues to be a lower number of jobs being rated right now. Even though we're still holding three joint job evaluation rating dates each month, there are often only two or three jobs reviewed on those days.

At the moment, there are no appeals in the queue, which is quite unusual. I can't recall another time when there were no appeal rationales either being written or waiting to be written.

Back on November 5, 2025, we offered additional training for current YUSA Job Evaluation raters. The goal was to strengthen skills and help build more confidence and clarity in the rating process, and it was very well received. We're planning to offer more training later this year.

We also held joint training sessions with the employer on February 18th and 25th. Both YUSA members and managers took part. Those who attended are now completing the shadowing portion of the training, and once they've completed three shadowing days, they'll be ready to participate as full raters on evaluation days.

Job Evaluation (New System)

Since March 28, we've been working closely with Total Rewards to test the new job evaluation system on a daily basis. Through this process, we've identified a number of issues and have been able to suggest improvements along the way.

We've also been meeting with IT each morning before testing to go over what was identified the day before, so fixes can be made as accurately as possible. While testing is expected to wrap up on April 15, it's looking like additional work and testing may still be needed before the system is ready to be rolled out more broadly.

PATAC (Parking and Transportation Advisory Committee)

At the December 10, 2025, PATAC meeting, we received an overview of the parking budget, which operates as a fully self-funded model. This means it must cover everything from salaries and benefits to long-term maintenance of parking infrastructure without support from tuition or government funding.

The team uses a 10-year outlook to plan for larger expenses like garage repairs, paving, and system upgrades, and recent audits have led to approved capital work. There was also discussion about the need for regular fee adjustments to keep things financially sustainable.

Several proposed changes to parking rates for 2026–2027 were discussed. One proposal would replace the current $8 flat evening garage rate with a standard hourly model, bringing it in line with other areas on campus. Some concerns were raised about safety if this leads people to park farther away, although programs like Go Safe were noted as support options.

There was also a proposal to increase EV charging rates to better reflect sector standards and help cover infrastructure and maintenance costs. It was clarified that permit holders would only pay the charging fee, while non-permit holders would pay both parking and charging fees.

In addition, a 4.85% increase to parking permit rates was proposed to address rising costs, deferred maintenance, and accumulated debt. Reactions to the proposed increases were mixed, though it was noted that higher parking costs can sometimes encourage the use of more sustainable transportation options.

There was another PATAC meeting scheduled on March 5th, however, that meeting was cancelled. The next date has not been determined.

Food Services Advisory Committee (FSAC)

At the March 10, 2026 FSAC meeting, the focus was on ongoing improvements to dining services across campus.

Recent renovations at Stong Dining Hall, including wall replacements and lighting upgrades, have helped improve the space and have contributed to increased usage at both Stong and Winters. Additional lighting upgrades at Winters are planned for May. Looking ahead, there are plans to continue improving food service areas like serveries and kitchens, along with signage and overall space layout, particularly to address seating and flexibility challenges.

Dining Services is also working on enhancing the overall experience through a number of initiatives. These include integrating YU-card flex dollars with vending machines, introducing Tim Hortons kiosks to help reduce wait times, and hosting more pop-up events and interactive promotions.

There's also a continued focus on gathering feedback and improving services, including expanding menu variety, increasing healthy options, and making nutrition information more accessible. Overall, the goal is to create a more inclusive, responsive, and engaging dining experience while continuing to improve facilities and better meet the needs of the campus community.

As always, I'm here working on your behalf. If you have any questions about job evaluation, the collective agreement, or if you'd like me to attend a meeting with you, please feel free to reach out anytime at wanda@yusapuy.ca. I'm always happy to help in any way I can.

I'm also looking forward to seeing many of you at the upcoming YUSA BBQs!

In Solidarity,

Wanda Hollingshead
1st Vice President

YUSA 2nd Vice President Report

Dear Fellow YUSA members,

As I write this report today, the weather is warming, and buds are forming on the trees. Spring is well and truly on its way, and we have left the dull days of Winter behind us. I hope you will be able to take some time this summer to relax, and rejuvenate yourselves and spend time with your family and loved ones.

As your 2nd VP, I continue my work in the Union office. This includes 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. I'm also excited to be participating in joint committees with the Employer such as Job-E, Labour Management, Joint Training, Joint Accommodation, and Joint EDI committees.

Below are some updates. As always, if you have any questions, please reach out to me anytime - sandy@yusapuy.ca

External Relationships

Constitutionally, one of the functions of the 2nd VP is to be a liaison between YUSA and external organizations with whom we have relationships. This includes 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).

I was unable to attend the CCU National Executive Board Meetings this February due to a slip and fall that left me with a fractured ankle. So instead I will link to the CCU website so you can see all the great things that are happening there. https://ccu-csc.ca/labour-school/

The CCU will be meeting again in early June and I should be back on my feet and will update you all when I return! For more on the CCU, please visit the website https://ccu-csc.ca/ as well as the affiliates websites to see the great work of these independent organizations.

The CPWO has not met in the last few years and seems to have become defunct. We continue to reach out to our colleagues at U of T and other GTA institutions such as TMU) to learn about each other's issues and hear about their strategies to deal with them. Considering what's happening in the post-secondary education sector we find that these alliances can help us strategize in the face of York's "Faculties of the Future" initiative. Also, we are working with U of T regarding the end of hybrid and remote work

Labour Council continues to meet monthly. I attend as a delegate along with 7 other members of YUSA. Our affiliation with the Labour Council allows us to stay connected to local and provincial initiatives and campaigns that affect our day to day lives in Ontario.

For anyone interested in the broader labour movement, you can read more about the Labour Council here.
https://www.labourcouncil.ca/labour-action-magazine/

Committee Work

As a full-time Officer, I am an ex-officio member of all union committees. My role is not to steer the committee, but to ensure they have access to the resources they need to be successful in achieving their goals. I'm currently acting as a resource to the Constitution & Policy Committee, Equity Committee, Communications Committee, and the Ad hoc Social Action Committee

Each Standing Committee has a report available in this package. The committee members are volunteers who spend many lunch hours and evenings working on behalf of us all and we owe them many thanks!

I'm also a member of several joint committees with the employer. The Joint Training Committee, The Joint Workplace Accommodation Committee, Joint Job Evaluation Committee and Labour Management.

Training & Development

I have registered in Learning for All: Neuro-curious? Neurodivergent? Or Think You Might Be? How to Thrive at Work When you Think Different on Friday, April 17, 2026 at 10:00 AM - 11:30 AM. I'm looking forward to attending this session so that I'm better able to represent our members.

Labour Day Parade 2026

We are starting to plan for the Labour Day Parade 2026. This year's theme will be

Defending Workers Everywhere.

Please make plans to attend this year's Parade. This is a family friendly event, and as usual there will be free admission to the CNE. And there's SWAG! If you would like to help organize, please contact the YUSA office.

Last but certainly not least, I could not do the work that I do without the help of the CUPE 1281 staff in our YUSA office. Elizabeth and Eva work tirelessly to support the Full-Time officers and the work of the Executive Board and get us where we need to be and the resources to do the work we need to do. Also, a

big thank you to Felicia who manages the office and ensures everything runs smoothly and efficiently.

In solidarity,

Sandra Bell
2nd Vice President,

YUSA Bargaining Report

Happy Spring everyone,
I hope you're able to take a moment to enjoy the changing season: notice the trees beginning to bloom, breathe in the fresh air, and take a little time for yourself. Self-care matters, now more than ever. Remember to pause, breathe, and stay hydrated.

This year marked an important milestone for our Unit 2 members.

Since 1996, Unit 2 has had no access to benefits such as vacation days, personal days, or sick leave. Throughout this round of bargaining, we put forward a number of proposals focused on meaningful gains, while the Employer remained focused on reductions. Despite this, we stood firm.

For the first time in the history of the Unit 2 bargaining unit, we successfully secured **two sick days per year** for members.

This was not easily achieved. It required persistence, unity, and a clear message. With the support of the membership and a strong strike mandate, we were able to demonstrate that our members were prepared to take action. That solidarity made the difference. The Employer ultimately stepped back from their initial position and agreed to the improvements we fought for.

You should all be incredibly proud of what was accomplished together.

We were also fortunate to have a Unit 2 member, Gia Ysabel, serve on the bargaining committee this round. Gia brought energy, insight, and a strong commitment to achieving a fair agreement and was a tremendous asset to the team.

With the YUSA elections in October, a new committee began its term in January. I would like to sincerely thank our outgoing committee members: Ollie Barich, Sandra Bell, Sonny Day, Jennifer Ferdinands, Wanda Hollingshead, Lorraine Mar, and Zeripha Moses for their dedication and hard work. The Unit 1 renewal presented significant challenges, but through collective effort, we achieved a strong outcome.

As always, the work continues. Our focus now shifts to the next round of bargaining, set to begin in 2027. I am pleased to welcome the 2026–2027 committee:

- Andrea Di Florio-Sgro
- Charmaine Mohamed
- Tammy Paglia
- Burak Reisyan
- Alongside the full-time YUSA Officers

We have already begun meeting regularly and are reviewing the collective agreement in detail, identifying priorities that were not achieved in the last round, as well as new opportunities to strengthen our contract.
In the coming months, we will also be preparing a membership survey to be distributed before the end of the summer. Your input will be essential, so please keep an eye out.

As always, we welcome your feedback and suggestions. You can reach the bargaining committee at **bargaining@yusapuy.ca**.

In solidarity,

Scarlett Farquhar: Chair, Glendon Member
Burak Reisyan: Vice Chair, Member at Large
Andrea Di Florio-Sgro: Member at Large
Charmaine Mohamed: Long Service Employee
Tammy Paglia: Grievance Representative
Sonny Day: YUSA President
Wanda Hollingshead: YUSA 1st Vice President

YUSA Communications Committee Report

No Report

The Communications Committee currently has **three vacancies**. If you're interested in joining the committee, please contact yusapuy@yusapuy.ca to learn more or express your interest.

YUSA Constitution & Policy Report

No Report

YUSA Equity Committee Report

With the arrival of spring, we welcome a season of renewal, growth, and connection. As the days grow warmer and our campuses begin to bloom, the Equity Committee continues its work to foster an inclusive, engaged, and supportive community for all YUSA members. We look forward to continuing this important work together and to creating more opportunities for learning, dialogue, and connection in the months ahead.

Over the past few months, the Committee has been actively planning a range of DEDI-focused programming and initiatives. We encourage members to keep an eye on their inboxes for upcoming opportunities to participate and engage. We have also shared communications recognizing important cultural events, and we are grateful for the positive feedback received from members, particularly following the recent Lunar New Year celebrations. Both Anne Lodenquai and Ai Hokama attended this event and wrote the report below.

2026 Chinese Lunar New Year Banquet

The Lunar Chinese New Year Banquet was held on March 6, 2026, at Grandeur Palace in Scarborough, welcoming approximately 500 attendees.
The evening was a vibrant and memorable celebration featuring a ten-course meal, largely centered on seafood, along with lively entertainment and raffle prizes. The event opened with a traditional lion dance, setting a festive and celebratory tone. A standout moment of the evening was a performance by five dancers who captivated the audience with a variety of musical styles and interactive engagement, including opportunities for photos and participation.
The event was exceptionally well organized, offering both a rich cultural experience and an enjoyable social atmosphere.

Feedback and Reflections

We extend our sincere appreciation to the organizers for delivering such a dynamic and engaging event. The banquet provided a meaningful opportunity to learn about the work, achievements, and ongoing efforts of organizations committed to strengthening the unionized labour community.
YUSA was proud to have strong representation at the event, contributing to both the celebration and the broader dialogue around equity and labour solidarity across Toronto and the Greater Toronto Area.

We also received positive feedback regarding the Lunar New Year communication shared with members. The video format was especially well-received, with many noting its engaging and refreshing approach. Members expressed interest in seeing more communications of this nature in the future.

Overall, participation in the banquet was a rewarding experience that strengthened connections within the broader labour community while celebrating cultural traditions in an inclusive and welcoming environment.

Upcoming Equity Initiative:

The Equity Committee is pleased to announce an upcoming film screening of ***A Brief Record of My Father's Time at Sea***

- **Date:** Thursday, May 28, 2026
- **Time:** 12:00 p.m. – 2:00 p.m.
- **Location:** Keele Campus (Lecture Hall to be confirmed)

** Light refreshments will be provided, and members are encouraged to bring their lunches.

This in-person event will include a post-screening question and answer session. Members will be eligible for **one hour of Union Duty Leave (UDL)** to attend. Registration for this event is required, so be on the lookout for the registration form coming to your inbox soon.

Thank you to all members who participated and submitted photos in recognition of International Day of Pink on April 8. Observed annually on the second Wednesday of April, this day originated as an initiative to stand against bullying, homophobia, and discrimination, particularly in support of the 2SLGBTQIA+ community. It also serves as an opportunity to reinforce the importance of fostering respectful, inclusive, and psychologically safe environments for all individuals. Member participation helped highlight a shared commitment to equity, inclusion, and accountability across our community.

In Solidarity,

Your YUSA Equity Committee - Mahima Balsara, Sandra Bell, Raquel Torres Carvajal, Ai Hokama, Anne Lodenquai, Lorraine Mar, Mara Petrovsky.

YUSA Glendon Officer Report

Bonjour!

2026 is already flying by far too quickly! With the warmer weather finally arriving, it's wonderful to see tulips and daffodils beginning to bloom - small reminders that brighter days are ahead.

We have continued holding monthly evening meetings with the Executive Board, which I am proud to be part of, as we persist in advocating for the rights and well-being of our members.

I am very happy to be back serving as your Glendon Officer. I would like to extend a sincere thank you to Min-a Yoon for stepping up over the past few years. Your dedication was, and still is, truly appreciated while I focused on bargaining.

At Glendon, the start of this year has certainly felt unusual. There is a great deal of uncertainty and misinformation circulating regarding the "status of Glendon," and understandably, many YUSA members are feeling anxious about the unknown. Thank you to everyone who participated in the Town Hall with the YUSA Full-Time Officers on March 27th, your engagement and voices matter.

For those who may have missed it, there will be a **special Faculty Council meeting** regarding Glendon and the Faculties of the Future on **May 20th at 1:30 PM**, taking place in **Room YH A301** and via Zoom. Please feel free to reach out if you need the Zoom link.

One of the greatest strengths of Glendon is its people. As a close-knit group of approximately 68 YUSA members, we consistently support one another, collaborate, and find solutions together to keep things running smoothly. That sense of community is something truly special.

I am hopeful to reintroduce bi-monthly drop-in sessions for Glendon members (while regular sessions continue at Keele), as les sessions de Job-E.

Le barbecue Glendon YUSAPUY aura lieu le 27 mai au Manoir. J'espère sincèrement vous y voir! C'est toujours une belle occasion de se retrouver et de reconnecter avec des collègues que l'on ne voit pas assez souvent.

For YUSA Unit 2 members—what an incredible achievement this round of bargaining brought! Securing **two paid sick days per year** is a meaningful win. Congratulations to everyone involved. Please consult your collective agreement or visit the YUSAPUY website for full details.

I look forward to continuing to work with all of you throughout 2026 and 2027. I will be sharing updates on Glendon initiatives and YUSA news; if you would like to be added to my mailing list, please contact me at **sfarquhar@yusapuy.ca**.

In solidarity / En solidarité,
Scarlett Farquhar
Glendon Officer, YUSA

YUSA Grievance Committee Report

To date in 2026 we've had a total of 28 grievances filed.

Case Type	# of Files	%
Job Closure	7	25
Exclusion (policy-related)	5	17.9
Other	5	17.9
Failure to priority place	4	14.3
Termination	3	10.7
Job Posting	2	7.1
Accommodation	1	3.6
Discipline	1	3.6

Job Closure remains the most common, making up about a quarter of all cases. Exclusion (policy-related) and other categories are also appearing frequently.

Job Closure and Termination account for over one-third of all grievances highlighting ongoing concerns around job security.

Accommodation and Discipline make up the rest.

We also want to take a moment to remind members to be mindful when it comes to workplace policies and benefits. Please ensure that benefit claims and documentation are accurate.

In Solidarity
Grievance Committee

YUSA Health and Safety Committee Report

Hello YUSA! Welcome to the spring report for your health and safety committee. It is my honour to continue serving the committee as the chair and I look forward to the next two years as such. Furthermore, it is my pleasure to introduce Ha Au as the vice chair of the committee for the next two years. I look forward to working with her in this role, as well as the several members on the committee across our campuses that work tirelessly on member's behalves!

At our recent YUSA Executive Board planning session an overarching goal of the board was penned – that being to "educate, engage and empower members and build pride and support in the union." As far as the health and safety committee is concerned, we are looking forward to shaping part of what we do under this focus. One part of this we hope that you have noticed already – the monthly information email blasts being sent out to the membership from health and safety. It is our hope that you are reading these firstly but also are learning from them and are finding them useful. Keep a watch out for more as the year proceeds! If you feel there are topics of interest that you feel would be useful, please feel free to let me know. One important area of focus for the committee is workplace stress and how to recognize and alleviate this in our work environment. We as a committee are embracing learning opportunities surrounding this issue and look forward to passing along knowledge gained soon.

As we wrap up the winter term and look forward to the summer term, we encourage you all to work well, safely and care of yourself prioritized! As always, your health and safety committee members are here to help with problems you may be experiencing, advocate for solutions and listen to your concerns so that your workplace is as safe as possible!

Krystina and Ha

YUSA Job Evaluation Report

The Job Evaluation Joint Committee (JJEC) continues to meet monthly via Zoom, providing a space for raters to raise concerns, share experiences from the rating room, and collectively address issues impacting members. These discussions are critical to ensuring transparency, consistency, and accountability within the job evaluation process.

In February, the JJEC held a joint rater training session. We currently have approximately 12 raters in training. Expanding the pool of trained raters is an important step in strengthening the integrity of the process and ensuring that evaluations are conducted fairly and equitably.

The Committee continues to meet three times per month, reviewing between three and six jobs per session. The majority of files involve significant changes or newly created positions, along with temporary assignments. While the overall volume of job evaluations has decreased due to University budget cuts, it is important to note that this does not diminish the need for fair and thorough assessments. The JJEC remains actively engaged in upholding the standards of the process.

JJEC raters remain committed to ensuring that job evaluations are conducted in a manner that is fair, transparent, and consistent with the principles of equity. This work is essential to protecting the integrity of job classifications and ensuring that members are properly recognized and compensated for the work they perform.

We strongly encourage members who are undergoing, or considering initiating, a Significant Change to attend one of the available drop-in sessions. Whether or not the process is conducted jointly, members must remain informed and actively engaged. It is important to understand your rights, ask questions, and be clear about what you are agreeing to before signing off at any stage. The process can be complex, and these sessions are designed to support and empower members throughout.

Thank you and take care.

Charmaine Mohamed

cmohamed@yorku.ca

Chair

Andrea DiFlorio Sgro

diflorio@yorku.ca

Vice-Chair

YUSA Membership Officer Report

Dear Fellow Members,

I continue to host new member orientation sessions for both Unit 1 and Unit 2 YUSA members. I am honored to be the Membership Officer to guide our new members working at YorkU into YUSA. With my knowledge and involvement as a union steward and Joint Health and Safety Committee (JHSC) member, I enjoy helping them transition into their new role.

As your Membership Officer, I always look forward to these bimonthly orientations as I enjoy connecting with and meeting new YUSA Unit 1 and Unit 2 members. Our membership is very talented! The welcome orientation session is conducted in an online format via Zoom which is hosted by the York University human resources department. During the session, I share helpful links and resources with our new members, from an overview of the collective agreement, to highlighting some of the benefits available to members. Members learn how to navigate the resources and the benefits of being in a union. I want to thank the YUSA office staff for the admin support and Sonny Day for supporting with questions! Overall, these sessions provide a comfortable space for members to ask questions and share their concerns.

Feel free to reach out, my email is kelly@yusapuy.ca. There are lots of opportunities to learn and I encourage you to get involved with the YUSA community! Look out for our various socials throughout the year for a chance to meet other YUSA members.

Hope you're all enjoying the warmer weather and a big warm WELCOME to our new YUSA members!
In solidarity,
Kelly Chen
Membership Officer

YUSA Nominations Committee Report

About the 2026/27 Nominations Committee

The Nominations Committee aids in the search for candidates for Officers and Committees, Stewards, and representatives on various bodies. The Committee oversees the Annual General Election and conducts byelections as outlined in the YUSA Constitution, Article XI - Elections.

Members: Tammy Paglia (Chair) Michelle Cousins (Vice-Chair).
Contact: nominations.committee@yusapuy.ca

Latest work from the Nominations Committee

We put out a call for Nominations in February for the vacant positions on the YUSA Committees. As a result, we have a full C & P Committee and Unit 1 Bargaining Committee. 27% of the members voted in the by-election for the Equity Committee which is also now full.

Sadly, no candidates were nominated for the Unit 2 Bargaining Committee (3), the Communications Committee (3 positions available) or the Nominations Committee (1 position available). We will need to launch a recruitment campaign for these positions in the near future to attract volunteers.

Other opportunities to volunteer:

Become a Steward - learn to assist your colleagues and defend their rights
Join your local Joint Health & Safety Committee
Become a Job Evaluation Rater

All you have to do is send an email to nominations.committee@yusapuy.ca stating your interest in serving on one of these committees and we will bring it to the Executive for decision and official appointment.

Action Items

The Nominations Committee will soon start going through the Elections Policy highlighting areas that need to be revised and working on new language. Every year we come across situations where we find the language needs to be updated for clarity etc. Once completed the changes will be brought to the Executive

Board for approval. The Committee is also waiting for the budget for this year to be finalized and approved by the Executive Board, after which we will once again start preparing an E-vote for the approval of the 2026 budget.

A big “Thank you” to the Office staff for all their support and assistance with Elections and e-votes.

In Solidarity,

Tammy Paglia (Chair)
Michelle Cousins (Vice-Chair)

YUSA Treasurer Report

Dear YUSA members,

Please find below the treasurer report for April 2026.

In February, I attended my first Executive Committee (EB) meeting for 2026. The EB meetings are held once a month alternating between in-person and over Zoom. This was the first time I had attended an in-person EB meeting. The meeting was energized and productive, a positive experience.

The past four months have involved reviewing the 2025 fiscal year, working on the proposed 2026 budget, tracking expenses and reviewing proposed initiatives for the coming year.

A review engagement will take place for the 2025 fiscal year. We await details from the bookkeeper and accountant. An audit will take place for the 2026 fiscal year.

YUSA's fiscal year is from January 1 to December 31. The treasurer's goal is to have the budget align with YUSA's fiscal year. Drafting the budget in November will help ensure that the budget is ready for approval in January/early February. Waiting until April to approve the budget has four months of transactions are on the books prior to the budget being approved. The budget informs of YUSA's revenue and expenditures for office operations and initiatives for our membership. It is important that the budget be approved earlier in the year, ensuring that the EB is maintaining fiscal responsibility and YUSA's financial needs are met.

The financials will be presented to the EB monthly. The transactions will be reviewed to ensure amounts are allocated to the relevant accounts.

Attached to this report, you will find the 2026 proposed budget.

I am interested to hear from you. If you have any questions, comments or suggestions regarding the finances of YUSA, please do not hesitate to contact me (treasurer@yusapuy.ca).

In Solidarity,

Carolin Potter
2026 YUSA Treasurer
treasurer@yusapuy.ca