OCTOBER 1, 2024

YORK UNIVERSITY STAFF ASSOCIATION

YUSA

ASSOCIATION DU PERSONNEL DE L'UNIVERSITÉ YORK

OFFICER AND COMMITTEE REPORTS

OCTOBER 2024

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YUSA President's Report

Dear YUSA Members,

While we are as busy as ever supporting members with a variety of issues including the recent Voluntary Exit Program announcement, I want to focus my report on two issues that I've been spending a lot of time on as president:

Conversion of CPM Management Positions into YUSA Positions

I've noted previously that during the past 7 years the number of managers at the university has increased by over 40% while the number of YUSA staff only increased by about 9%. This has meant more and more of the university's budget has gone to paying large salaries to managers. With the rollout of the voluntary exit program, this means that there will be a reduction in YUSA staff which will skew the ratio of management to YUSA staff even more.

In the past years I've initiated a multi-year effort to review all management job postings and begun legal proceedings when we believed that management jobs should properly be positions within the YUSA bargaining unit.

I'm very happy to report that in the past few months this project is now bearing fruit and that, so far, five management positions have been converted to YUSA positions as a result of the grievance process.

We have filed over 150 grievances regarding management positions which we think are improperly excluded from the bargaining unit and we have many more arbitration hearings scheduled to deal with these grievances, so I'm hopeful that we will be able to update you with more good news in the months ahead.

It's a tremendous amount of work and I want to thank all of the YUSA members who have helped us with this process. Part of the work requires that we review hundreds of pages of documents for each grievance; emails, job descriptions, job evaluations, written statements, and then interview and compile statements from YUSA members working across the university to compare their YUSA work to management work.

While we have the assistance of excellent legal counsel, most of the investigative legwork is done by union officials as we have the most intimate knowledge of the work done by our YUSA brothers and sisters.

I want to thank all of the members who have helped us with these investigations and provided information and statements that have helped protect our jobs and I want to thank all of the union officials who have been working tirelessly on this effort.

If you are interested in helping us review and analyze management job postings you can join our exclusions committee, so please reach out to myself or Wanda Hollingshead and we can let you know about the time commitment and what's involved.

Bargaining

We have just begun collective bargaining for the Unit 1 Collective Agreement. While we are still only at the first stage where we are dealing with non-momentary issues, we have again noticed that the employer is proposing language that would erode your current rights. Some of the lowlights include employer proposals to force all YUSA members to use all of their vacation days in the same year they are accrued, to allow your manager to book you off on vacation days that your manager chooses, to allow your manager to change your hours of work with short notice, and to limit the number of sick days you can use to take care of a sick child or dependent.

While it's disappointing that the employer is again trying to take away our hard-won rights, we are still early in the process and have made some progress towards agreement on certain articles. We are also pushing for improvements in many areas including remote work, workload, and addressing health and safety concerns we have regarding members who have been assaulted on-campus by unhoused individuals.

We still have a lot of work ahead of us and we will be updating you regularly on our progress at the bargaining table.

I want to thank all of our bargaining committee members for their hard work. We have a great and highly motivated team this year with diverse skillets and I'm hopeful that we will have

Thanks

I also want to thank all of our union officials which include committee members, stewards and board members for all the work they do to help improve the working conditions of YUSA members across the campus.

Lastly, I want to thank all the staff in the YUSA office who do the invaluable work of keeping the office running day-to-day, as we wouldn't be able to function without their hard work.

In Solidarity,

Sonny Day
President
York University Staff Association

YUSA 1st Vice President Report

Hello YUSA members,
Here is what I have been working on since my last report in May:

Job Evaluations and Appeals

At the start of the pandemic, job evaluations were put on hold while next steps were determined. Meetings were moved to zoom and for the past four years they have only been conducted through zoom. While it is convenient, there have been issues with the committee not being in the same room together and not being able to ensure that information, from outside sources, is being acquired through Teams and cell phones. YUSA has requested that meetings be moved back to in person on the Keele campus. This transition started this month with the first in-person meeting being held on September 13th. YUSA wants the process to revert to paper based to ensure that no one in the room is working on other things or speaking to anyone outside the rating room. If clarification is required, everyone in the rating room should be getting the information together. When one rater is acquiring information that others aren't aware of it undermines the integrity of the process. We have brought our concerns to Compensation and Employee Relations and we are working on getting laptops out of the rating room.

The rating queue is very small, with only three questionnaires waiting for review (two vacant revised jobs and one significant change). While there are still three rating dates scheduled per month there are less and less jobs being sent for evaluation. The employer is not hiring as many YUSA staff at this time, therefore, some of the rating dates may need to be cancelled.

The appeals queue is up to date and the appeal rationales have all been written. There were two appeals that went to an appeal rating committee for a final decision, however, the appeal raters needed to interview the incumbents. Both of the incumbents were on vacation at the time of the meeting. The interviews are being set up (sometime in September) and a final decision should be available shortly thereafter for those appeals. At this time, there is one new appeal that has been added to the queue at the beginning of September. I have reached out to the incumbent to go over the process and to determine which factors they plan to appeal.

PATAC

The Parking and Transportation Advisory Committee met on June 20,2024. We were informed during the meeting that the new electric buses for the Keele and Glendon shuttle would be arriving in September and the charging stations would be outside of the Archives Building. Kim McLean, Assistant Vice President, Ancillary Services spoke about the budget and how it cuts across two areas – one is transportation and the other is parking services. Inflationary costs around construction have doubled and even tripled and York has not increased ancillaries which include parking, housing and meal plans. She indicated that parking rates and permits have not increased since 2016/17 and that parking is a stand-alone department that does not draw money from funding and grants. Kim also explained that over the summer months the 2025/26 budget would be developed, and they would be looking at capital projects, deferred maintenance and rate structures to ensure they align. During this meeting I asked if the Multi pack parking passes could be changed to not have an expiry date. I was told by Donna Hubbert that the multi

packs were created during covid when people were not coming onto campus as often. They were offered at a significantly reduced cost, and they do not plan to change them to not expire.

The next meeting is scheduled for Wednesday, September 25th. YUSA has some concerns around the Markham Campus and the parking lot that will be used for members to park in. Currently, staff can park right next to the building, however, when the campus is fully open people will have to park in a lot which will require them to walk at least 600 meters away and the lot is on a public road. There are concerns around winter conditions and the potential for slips and falls. As well, there are safety concerns for staff who are walking alone especially during the winter months when it gets dark early. At the September 25th meeting, I will be speaking to these issues. We want to know who is responsible to make sure that staff are safe? Will there be a shuttle bus or Go Safe? In inclement weather, how will York ensure the sidewalk is clear and safe and what happens if it is not? Will York have an arrangement with the city of Markham?

Bargaining

Our first bargaining date with the Employer is on September 17th. We have been working on our proposals over the last several months and have requested extensive production information to help formulate our monetary proposals. We have indicated we want to have in person bargaining meetings this time around and the employer has agreed. While we anticipate this will be another difficult round of negotiations, we would like to remind our members to show their YUSA solidarity. Please display your YUSA swag and collective agreements on your desks. Wear your YUSA t-shirts and hoodies to show the employer we stand together to fight for employees' rights. Our collective agreement is strong because of each and every one of us. It's a fight that has been won over 50 years and we are not willing to give up what we have gained.

Cross Campus Alliance

Several of the union groups on campus have been meeting every two weeks to discuss common issues that affect all of us on the York campuses. Last September, the cross-campus alliance group held a rally on campus around Bill 124. This year, another rally is being held on September 25th to reclaiming York for students and workers. The financial problems that the university has touted are because of mismanagement of funds and should not fall on the backs of workers and at the expense of students and their education. York needs to remove the administrative bloat at the top and stop self funding capital projects like the Markham Campus and a new School of Medicine.

I want to thank the YUSA membership for allowing me the opportunity to continue to do this work on your behalf.

In Solidarity,

Wanda Hollingshead
1st Vice President, YUSA

YUSA 2nd Vice President Report

Dear fellow YUSA members,

It is a beautiful Autumn Day today as I write this report, and it is the eve of our first bargaining day with Employer. I hope you all were able to take some time this summer to relax, restore and rejuvenate yourselves for the upcoming year, I have a feeling its going to be a wild ride.

I will take this opportunity to tell you about the work I am undertaking 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, 2024 has been about making progress on some important work that the Union is doing on your behalf. Below are some updates. As always, if you have any questions, please reach out to me anytime.

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).

On June 8th and 9th, the CCU met in person in St. John's, Newfoundland. The labour school consisted of three talks as well as a keynote speaker.

In collaboration with our sisters and brothers of the Canadian Union of Skilled Workers, the keynote speaker, **Dan Plexman**, International Professional Workplace Safety Expert, shared his compelling and heart wrenching experience when his manlift came into close proximity to live overhead power-lines that resulted in an electrical arc flash fire that caused third to sixth degree burns over 60% of his body. Despite, trying to address safety concerns, as a 4th year apprentice he found himself learning and working in a very lax safety culture.

Dan's story can be found at the link below.

https://www.danplexman.com/aboutdan

Yvonne Earle, from the Avalon Chapter of the Council of Canadians spoke about Pharmacare, and the federal governments recent efforts to create a universal, public drug program for all Canadians.

You can read about Yvonne's work and the work of the Council of Canadians here

https://canadians.org/takeaction/#campaigns

Rhea Rollman, is an award-winning journalist, writer, and audio producer for "The Independent" a newspaper based in St. John's, NL and the author of A Queer History of Newfoundland (Engen Books, 2023) Her talk focused on community-centered independent journalism and equity issues.

Rhea stressed the importance of independent journalism and why it plays a key role in getting workers voices out into the community and letting the community know what their struggles are. Independent news media provides an alternative news outlet to the mainstream media, so people can make intelligent and informed decisions.

Rhea's work with "The Independent" newspaper in St. John's can be found here.,

www.theindependent.ca

https://theindependent.ca/author/rhea-rollmann/

John Peters, an associate professor at Memorial University, holds a joint appointment in the Faculty of Business Administration and the Department of Sociology. He gave a presentation on how unions today are leading advocates on climate change and on creating good jobs. He is currently working with UNIFOR, the USW, and the CSN-FIM on a partnership project exploring union strategies for a just transition.

More information on Just Transition can be found here

https://canadians.org/justtransition/

The labour school video from June has not been posted yet, but you can find videos of previous labour schools on the CCU Labour School Website.

https://ccu-csc.ca/ccu-labour-school-and-eb-in-st-johns-nl-on-june-8-and-9/

The CCU will be meeting again October 5th and 6th in Toronto, 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

The CPWO has not met in 2024 however, we continue to reach out to our colleagues at U of T and other institutions such as MacMaster and UTM to compare strategies as we enter in our current round of bargaining.

Labour Council meets monthly, and I attend as a delegate along with 7 other members of YUSA. Our affiliation with 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. To ensure committees have the resources they need to be successful in achieving their goals, each full-time officer takes the lead in supporting several of them. I'm currently acting as a resource to the Constitution & Policy Committee, Equity Committee, Communications Committee, Ad hoc Social Action Committee

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!

Training & Development

I have enrolled in the Anima Inclusive Leadership Certificate that includes courses such as Deep Diversity, Brave Conversations and Authentic Facilitation.

In December I will be attending the Bargaining in the Broader Public Sector Conference and Bargaining in the Broader Public Sector and the Labour Arbitration and Policy Conference.

Labour Day Parade 2024

I'd like to congratulate the Social Action Committee for their hard work at organizing YUSA'S participation in the 2024 Labour Day Parade. YUSA, YUFA, CUPE 3903 and OHFA all marched in solidarity and proudly waiving our banners and and flags. Thank you to all of you who showed up it was a momentous day of camaraderie and solidarity. Please plan to attend next year. Its great fun, and you get free admission into the CNE at the end of the parade.

If you're interested in joining the Social Action Committee, please contact me and we'll get you in touch.

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. Fil, 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 ensures that the office runs smoothly and efficiently.

In solidarity,

Sandra Bell
2nd Vice President,

YUSA Bargaining Report

Happy September everyone! We hope that you have had a wonderful start to the school year.

Since our last update, you all (current YUSA working members) should have received your retro payout from the Bill 124 remediation. If you haven't, please reach out to the YUSA office to let them know at yusapuy@yusapuy.ca

We want to thank everyone who took the time to come out to our drop-ins; sent us an email; filled out the surveys; chatted to us in the hallway - all to let us know what you want the Bargaining Committee to propose to the Employer this round of negotiations.

From that information gathered we were able to sit down as a committee (over 18 prep sessions) and either add to our current proposals or create new ones to present to the Employer.

Just a reminder: Our Collective Agreement was valid until July 31, 2024, however now that we have passed that date, while we are in talks/negotiating with the Employer, the Collective Agreement remains in effect.

We have the following dates already booked with the Employer, for negotiations:
September 17, 19, 24, 25
October 9, 15, 17, 22, 23
November 5, 14, 15, 20, 29, 29
December 9, 10, 18, 19

In between these dates, we also have booked a few prep days for our Committee.

During these next few months of negotiations, we are please asking you to put up your YUSA signs; display your bright Pink YUSA collective agreements; and wear your YUSA t-shirt or hoodie. If the last 2 union groups rounds (that the Employer has negotiatied with) were any indication of what our round of bargaining will look like, we will need ALL of your YUSA pride jump-started to let your voice be heard. We are all strong together as was evident the last round of bargaining. You are passionate, angry and fed-up with this Employer treating you like garbage. We will need to see that passion over the next 4 months and beyond.

We will keep you updated on a regular basis going forward regarding our rounds of negotiations. Keep an eye on your inbox for emails from YUSA (check your your junk folder, or "other" folder).

Rise Up!

In Solidarity,

Your 2024 Bargaining Team.

Scarlett Farquhar (she/her/elle) – Chair, Glendon Representative
Lorraine Mar (she/her) – Vice Chair, Member at Large
Ollie Barich (she/her) – Grievance Committee Representative
Jenn Ferdinands (she/her) – Member at Large
Zeripha Moses (she/her) – Long Service Member
Sonny Day – YUSA President

Wanda Hollingshead – YUSA 1st Vice President
Sandra Bell (she/her) – YUSA 2nd Vice President, Ex-Officio member

YUSA Communications Committee Report

Committee Members:

- Mickel A. Allen (Chair)
- Kali Banner (Vice-Chair)
- Rosa Berdejo-Williams (Long-Standing Member-YUSA 1)
- Daniel Boss (YUSA 2) - in absentia

Executive Summary:

During this reporting period, the YUSA Communications Committee has focused on developing new and sustainable strategies to enhance information accessibility for our members. Our key initiatives have included a comprehensive redesign of our website and the enhancement of our newsletter to ensure greater consistency and engagement.

Strategic Objectives and Initiatives:

The committee emphasizes the critical need for accessibility and consistency in our communications, particularly during the current bargaining period. We recognize the importance of strategic resource allocation to maximize our outreach and engagement efforts. To this end, we are collaborating with the newly appointed Communications and Events Coordinator, Eva Vuong, and other relevant committees.

Our team continues to be actively involved through a Teams chat group, virtual Zoom meetings, and organized working lunches to discuss and plan initiatives, including preparations for the YUSA anniversary and our quarterly newsletter.

Ongoing Priorities and Achievements:

- **Website Redesign:** We have completed the design phase of the new YUSA website in partnership with our web developer. This phase included refining the layout, UI elements, and ensuring responsiveness across various devices. We are now moving into the content development and implementation phase, with final updates from Eva Vuong pending before the official launch.
- **Quarterly Newsletter:** The spring and summer editions of our quarterly newsletter have been drafted and disseminated, significantly enhancing our communication with members, and boosting engagement.
- **Anniversary Initiatives:** We have initiated brainstorming sessions to explore the development of a commemorative coffee table magazine (in print and digital format) or digital archive for the YUSA anniversary, subject to budgetary considerations.

Future Outlook:

We are committed to utilizing a range of communication platforms, including social media, to engage our younger members and ensure the YUSA website remains user-friendly, dynamic, and up to date. Our

focus will remain on these goals to effectively serve our membership and support the overarching objectives of YUSA.

In solidarity,
Mickel A. Allen & Kali Banner
-for-
YUSA Communications Committee

YUSA Constitution & Policy Report

Getting in Gear

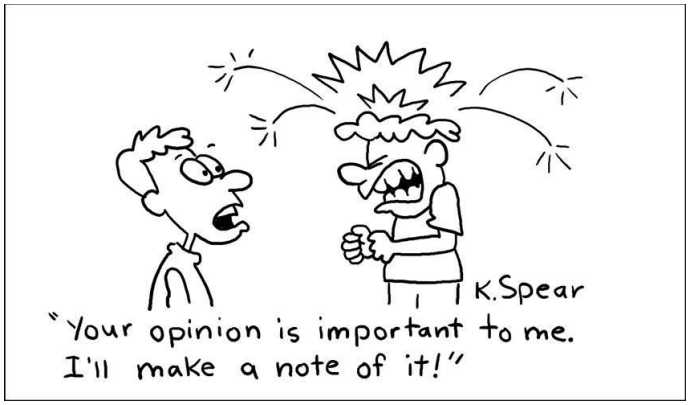
We're nearly 10 months into our positions as members of the Constitution and Policy Committee. As "first-timers" elected into a standing committee we have been ambitious in methodically organizing and executing an inclusive and member consulted approach to a much-needed constitutional review.

We've had to postpone some of our initiatives to encourage participation from executive board members and our stewards and for better member engagement during the summer and build-up to the start of a new term. We also hired a facilitator to train union officials in facilitation skills as we prepared to conduct member sessions.

This progress report comes with **strong encouragement for you to get involved**! Learn and lead with us, to strengthen and shape YUSA into YOUR organization, representing YOUR values.

LET'S BUILD YOUR YUSA

and showcase the best of York University



Register here and join us for facilitated sessions on how to make policy changes within YUSA.

Thursday, Sep 26, 12pm -1pm
Tuesday, Oct 1, 12pm -1pm

Why Attend?

1. Have Your Say: Share your thoughts on how our Union should approach governance.
2. Learn: Understand how policies are maintained and amended by the Executive Board and the Membership.
3. Influence Change: Contribute to discussions on potential updates to YUSA's Constitution

Have your say on how your Union should approach governance

1. What do you think about the way YUSA operates?
2. What processes and rules would you like more clarification on?
3. What changes or updates would you like to propose

Progress on Committee Goals

The As mentioned in May, the committee wanted to focus energy on conducting a Constitutional Review and address additional policy requirements. At this time, we are well underway with the constitutional review process.

Constitutional Review

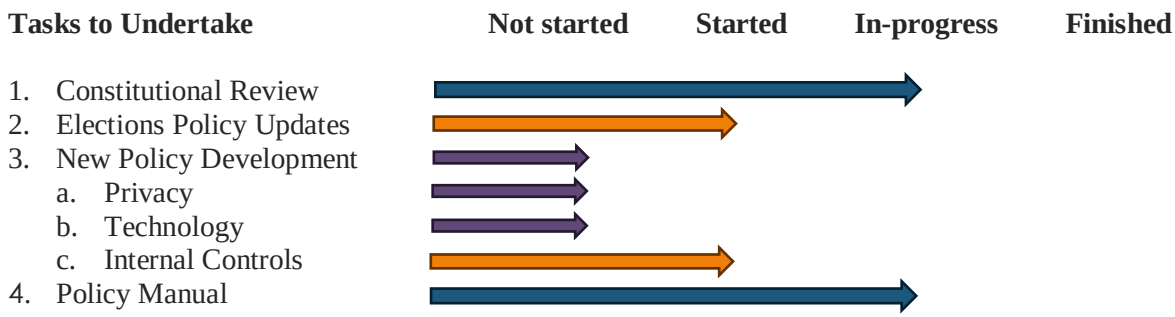
We encourage members to take a look at and bookmark the YUSA Constitution. It outlines your rights as a member and details the responsibilities and accountability the executive board has to the membership.

Since May, we've done the following:

- **June- Present:** Met as a committee four times to plan for constitution consultations
- **June 24:** Presented/solicited feedback from the YUSA executive board
- **July 31:** Coordinated facilitation training for any interested union officials
- **August 28 + September 19:** Held two online member consultations
- **September + October:** Scheduled two additional online member consultations.

Additional Policy Planning

Listed below are the items we hope to address over the remainder of 2024 and throughout 2025.



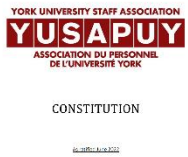
Why does having a member-informed constitution matter?

In a democratic organization, a constitution outlines the **rules** and principles for **governance** and defines the powers of the governing bodies. Governing documents such as constitutions or the Canadian Charter of Rights **identify what can and cannot be done** and **identify the rights of the individuals who are impacted by the policy**.

These governance/policy documents **enable us to hold organizations or governments accountable**. The **Constitution is your contract** with YUSA and ensures YUSA's commitment to being a democratic organization as outlined in Article 2, Section 4 of our Constitution.

Did you know....

The YUSA Constitution **is not the same as** **The Collective Agreement?**



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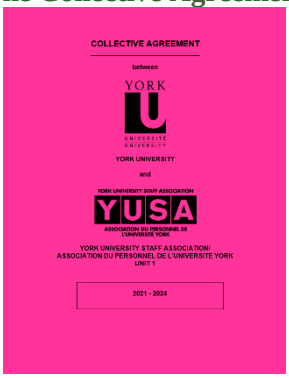


Where's the YUSA Constitution & Policies?

You can find the YUSA constitution and other policies online on the YUSA Website.

At present, the above link acts as our YUSA Policy Manual. You can navigate to this part of the website as follows:

1. Go to https://yusapuy.ca
2. On the navigation bar, hover over "Members"
3. Click the 6th option "Policies, Constitution & Guidelines"

We want to hear from you!

Should you have any questions, or appetite to lend your expertise in policy planning and implementation, we would love to hear from you! Contact us at: cp.committee@yusapuy.ca

Submitted in solidarity by your 2024 Constitution & Policy Committee (Jenn Ferdinands, Jason Chue, Linda Slater and Raquel Torres)

YUSA Equity Committee Report

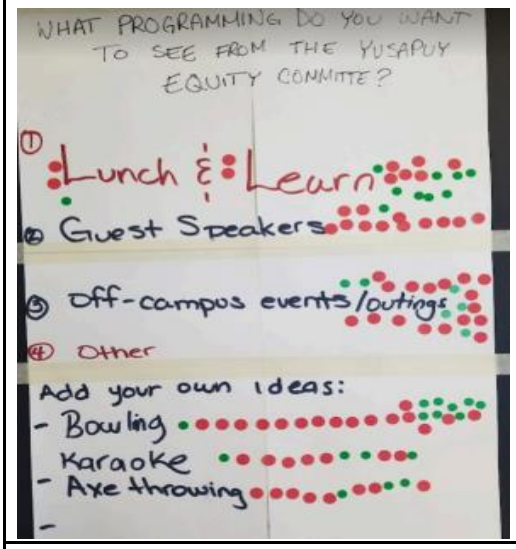
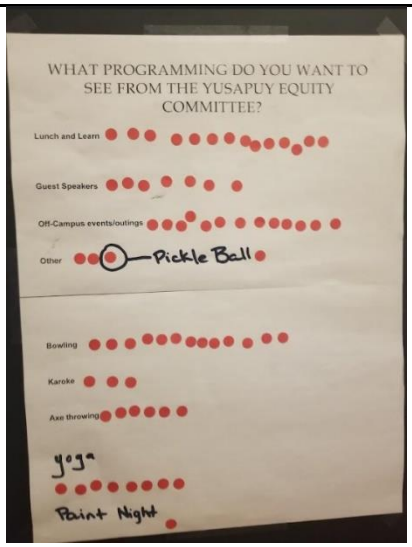
Warm greetings to all of our members, the Equity Committee is pleased to announce that Cassandra Chambers is the newest member of the team!

Member Mingle – reconnecting with our colleagues

You may recall in the May report the Equity Committee mentioned that we had hosted member mingles on Keele Campus and at the time the Glendon Mingle was planned for later in May. I would like to put the results of both the Mingles in this report to provide a more holistic picture.

The Keele Member Mingle had wonderful reviews. Members had a great time and enjoyed playing "member bingo", winning swag in raffles and contests, and getting to know each other. At the mingle, members enjoyed snacks, food, beverages, as well as some icebreakers and games. We also want to take a moment to publicly thank members who pitched-in with set up and take down. Notable mention to Lesley Valiente, Min A Yoo, Glendon Representative, Linda Slater, Scarlett Farquar and the officers for their presence.

Mingle Results

Keele Campus	Glendon Campus
	
Registration: 121 Attendance: 71 people attended the Mingle which is 59% of registrants showing up	Registration: 26 Attendance: 34 people attended the Mingle which is a 55% turnout rate for Glendon Campus

Some options that are actionable within the Equity Committee's mandate are **Lunch and Learns** and **Guest Speakers**. There was also an appetite for off-campus learning activities. The Committee is asking the membership to let us know if you see opportunities. For example, in the past, the committee hosted a virtual tour of the **Human Rights Museum** in Manitoba, and also toured the Native **Canadian Centre of Toronto** to commemorate National Truth and Reconciliation Day. This shows that it is possible to host Equity focussed events "off campus."

Volunteer Opportunities

Currently the Equity Committee is seeking volunteers to help provide us with perspective of lived experience and organizing events. The work carried out by this Committee is intended to create a safe(r) space and mechanism for YUSA members to learn, share, discuss and find support as it pertains to equity, diversity, inclusion, anti-racism, and anti-indigeneity. Please sign up to volunteer, our diversity is our strength. If you have any questions or concerns, please email us at equity@yusapuy.ca.

Labour Community Advocate Training Program

The Equity Committee continues to seek training opportunities for all members to participate in the **Labour Community Advocate Training Program**. In this program, members learn about different community services, referral skills, addiction and dependency, violence, the impact of stress, loss and grief, work-life balance, and critical incidents. Members also learn to listen without judgment. We had 10 members complete the last round of training. Four members completed level 3, three members completed level 2, and three members in level 1. Congratulations to all of our members.
https://www.labourcommunityservices.ca/lcatrainingprogram

Learning Opportunities

The Equity Committee would like to encourage members to continue their learning journey, learn how to appreciate different lived experiences of others and to become allies. The REDDI Tutorial, now the Introduction to Rights, Equity, Decolonizing, Diversity & Inclusion (REDDI) is now available on YU Learn as part of the Onboarding series. Register on YU Learn. You can also use your work time to complete and earn a REDDI Certificate and Mini-Series Certificates.

Moving forward in Gratitude

Thank you to our incredible Equity Committee team, volunteers, and members for your efforts to promote an inclusive environment and drive positive change. You are the force behind our collective success.

Submitted By: Zeripha Moses, Chair Equity Committee & Raquel Torres, Vice-Chair Equity Committee, with support from the other committee members Diane Lorraine Mar, Judy Matadial and Linda Slater, Cassandra Chambers and Sandy Bell (ex-officio member).

YUSA Glendon Officer Report

It's I am enjoying my term as Glendon Officer and feel a strong connection to our members. I hope everyone feels welcome and comfortable to message or come visit if they have any questions big or small. It's my goal to share any knowledge I have and seek the answers for you where I don't have them so we can learn together. Our union has lots of room for all voices, and those wishing to make their voice heard and have a say shouldn't hesitate to jump in where you feel your talents would be best utilized!

Although we have faced many challenges in staff reduction and workload issues all across the University, at Glendon we are fortunate that due to our size, we enjoy greater unity and connection in supporting each other to navigate these times. We are able to consult each other more readily in trying to ensure that our rights are being upheld. Too often, we encounter inequality in the way we are treated in different departments and it's important to stand in solidarity with all our YUSA members in defending our rights under our hard-fought collective agreement.

As many departments are experiencing their peak periods, don't let that distract from issues that may not sit well with you in terms of your benefits and rights under the collective agreement. Chances are, you're not the only one facing the same issue and the more we speak up, the better working conditions we can ensure.

In solidarity,

Mina

Mina Yoon, Glendon Officer
http://www.yusapuy.ca

YUSA Grievance Committee Report

Happy Fall 2024 everyone and thanks to all YUSA members for your ongoing support!

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 YUSA with a formal process for enforcing the provisions of our collective agreement.

YUSA typically files upwards of 100 grievances most calendar years, and we have filed 79 grievances to date. However not all of these grievances go to the grievance committee, some have been resolved at the Step 2 meeting, and several dozen of these are exclusions grievances regarding CPM jobs that we believe should be YUSA positions which are handled by the exclusions committee.

The grievances we file 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 is "Job Posting" grievances (as shown on the table below), filed on behalf of members who applied for jobs in the bargaining unit but were unsuccessful in getting the positions, despite their seniority and demonstrated ability to do the jobs.

At York University, the grievance process begins with YUSA filing a grievance and then a Step Two meeting is held. If the employer denies the grievance (which is does in almost all cases), the grievance goes to the Grievance Committee for review.

YUSA's Grievance Committee is active throughout the year, meeting almost 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 YUSA'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 YUSA and to our committee. Thanks go to Vice-Chair Anne Ralph, to committee members Tammy Paglia and Ollie Barich, and to alternates Zeripha Moses and Carolin Potter. Thanks, too, to Sonny Day for his guidance.

Elspeth Staniland
Chair, Grievance Committee

Grievance Type	Number reviewed by Grievance Committee to date in 2024
Job Posting	6
Failure to Accommodate & Discrimination	1
Job Closure	4
Failure to Priority Place	1
Discrimination & Unreasonable Rule	1
Failure to Provide Retiree Benefits	1
Laptop Loaner (Unfairly required to return)	1
Termination	1
Probationary Termination	1
Discipline	2
Policy	2
Flawed Investigation	1

YUSA Health and Safety Committee Report

Happy fall to YUSA! Wishing you all a cozy season and enjoyment of all it has to offer!

The YUSA Health and Safety Committee is a standing committee under YUSA that, under Article V, Section 2 (e) of the YUSA Constitution *"shall provide information to and educate the general membership about health and safety issues and legislation, and examine legislation, policies and procedures and their effect on Union members."* It is comprised of many volunteer members across campus who are working on the behalf of their coworkers to ensure a safe and healthy workplace.

If you are having health and safety concerns what can be done? First contact your manager to address the concern. If this doesn't resolve the issue then next steps are to contact members of your JHSC (the JHSCs are listed in YULink under HSEWB under the Employee Resources tab) or to reach out to George, Krystina or YUSA officers. We are all here for you to help!

Several of the JHSCs are currently experiencing vacancies in YUSA appointments – the most unrepresented areas include the Central Square, Faculty of Education, Kinsmen/4747 Keele, Miles S. Nadal and William Small JHSCs. Do you have a desire to do something more on campus? Do you want to help foster a safe working environment? Do you have an interest in meeting more people around your workplace, in the union and on campus? If so please reach out to the committee and inquire about signing up☺. We would love to hear from you!

"Ounce of prevention is worth a pound of cure"

We have all heard this statement, first uttered by Benjamin Franklin, many times. But do we really appreciate what it means to us in the workplace and just how important it is? Appreciating the importance of prevention is central to a workplace functioning as safe as it can and to one that minimizes worker injury.

Under the Ontario Health and Safety Act (OHSA) workers have three basic rights:

1. The Right to ***know*** – workers should know any potential hazards that they may be exposed to in performing their work. This encompasses provision of training and information regarding all aspects (machinery, equipment, working conditions, processes and hazardous substances) of the work and associated hazards. Additionally, the knowledge of who the partners are in safety, ie the JHSCs in place, is a component of this right.
2. The right to ***participate*** – workers have to right to participate through JHSC membership whereby they can be part of the process to identify and resolve health and safety concerns.
3. The right to ***refuse*** unsafe work – workers, who believe that their work will endanger themselves or other workers, have to right to refuse the work.

Prevention of injury is tied to the first right most intimately – if we know what hazards are present in our workplaces and take measures to prevent these, then it seems like the best way to reduce the risk of injury. Some hazards are more obvious than others – once the snow arrives, we all know to don proper

outerwear to keep warm and prevent frostbite. Others may not be as clear and can involve many layers

with a lot of necessary information. Knowing procedures for emergencies before they arise is important so that one knows what is expected before hand. For example, in:

(i) weather emergencies – is it safe to drive, are the surfaces clear?
(ii) fire emergencies – do you know where your meeting point is if the alarms sound?

But we also need to be aware in our day-to-day work environment of the hazards present and how we can prepare for these, including for example:

(i) training – have you been trained fully?
(ii) equipment use – has the equipment necessary to complete your work been supplied with needed safeguards to prevent injury, is the SOP provided for its use complete and fulsome?
(iii) ergonomics – is your workstation set up following ergonomic principles to minimize workplace injury and/or the development of RSIs (repetitive strain injury)?

Recently at a CCU Conference attendees were introduced to the story of Dan Plexman. His story is one which illustrates very clearly the need for training and adherence to protocols to prevent injury. In his case the injury was catastrophic and is truly a testament to his spirit to overcome this and turn it around into a life intent on preventing preventable workplace accidents. We encourage you to check out his story at www.danplexman.com.

As a final note on prevention – if you see something, say something. Workers are obligated under the OHSA to report any hazards they see in the workplace. If there is a leak somewhere causing a puddle to form on the floor, if there is a loose staircase railing, or if there is malfunctioning power outlet, report it (to facilities services, your manager, coworkers) – we are all partners in health and safety and the prevention of injury!

Thank you,
George and Krystina
Chair and ViceChair of the YUSA Health and Safety Committee

YUSA Job Evaluation Report

The Job Evaluation Committee (raters) has continued to meet monthly via Zoom, where we discuss our experiences in the rating room. Raters bring their questions and concerns, and we address them and review best practices.

In September, we agreed to start conducting in-person ratings, similar to the practice before the COVID-19 pandemic.

However, we are currently facing challenges with the Joint Committee regarding the logistics of this transition. Wanda is working with Labour Relations to address these issues. If no agreement is reached, we may consider pausing the rating process until a consensus is established on how in-person ratings should proceed. Management has expressed a preference to continue using laptops during the rating process, but we are advocating for the use of hard copies in the rating room to ensure that the process remains transparent and fair.

Before the pandemic, there was a joint initiative to update a portion of the Job Evaluation (Job-E) process. Unfortunately, that project was stalled due to the pandemic and staff retirements. We believe it is both reasonable and necessary to resume this collaborative effort to modernize the system in a way that benefits all parties involved.

Despite these challenges, the YUSA JJEC raters remain committed to ensuring that the system is fair and equitable. We are currently rating new jobs, significant changes, and temporary assignments. The overall number of jobs requiring evaluation has decreased due to the University's budget cuts.

If you are undergoing or considering initiating a Significant Change, we encourage you to attend the available drop-in sessions. Even though the process is conducted jointly, it is essential to stay informed, understand your rights, and be clear on what you are signing off on. It's a complex task, and we hope to see you at one of the sessions soon!

Thank you and stay safe and healthy!

Charmaine Mohamed
cmohamed@yorku.ca
Chair

Scarlett Farquhar
sfarquhar@GLENDON.YORKU.CA
Vice-Chair

YUSA Membership Officer Report

Dear Fellow Members,

We have welcomed 116 new YUSA Unit 1 members so far for the past 9 months. I've been a union steward for more than 6 years and I am honored to be the Membership Officer to guide our new members at YorkU into YUSA, as well as help them transition into their new roles. As the Membership Officer, I am invited to the monthly new employee orientations hosted by the York University human resources department. I've attended all the sessions and during these monthly orientations, I have the opportunity to meet and connect with all the new YUSA Unit 1 members. The welcome orientation session is conducted in an online format via Zoom, where an overview of the collective agreement is presented including the history of our union and highlighting some of the benefits available to members. During the session, our new members also learn about the benefits of being in a union and learn about the opportunities to get involved. Overall, these sessions provide a comfortable space for members to ask questions and share their concerns.

I'd like to thank Elizabeth Sankar for all her admin support in the office and Sonny Day for supporting with questions.

A big warm WELCOME to our new YUSA members!!!

In solidarity,
Kelly Chen
Membership Officer

YUSA Nominations Committee Report

June 2024 - Byelections

In June 2024, YUSA held the second byelection of the 2024-25 term.
A call for nominations was put out for 3 roles:

- Equity Committee, Unit 1 – 1 to be elected.
- Bargaining Committee, Long-Serving Member (15+ years), Unit 1 – 1 to be elected.
- Bargaining Committee, Unit 2 – 3 to be elected.

We're extremely grateful to the Elections Committee: Michelle Cousins, Sameera Falcon-Khan, and Rita Parente, for their work and to the candidates for their participation.

Elections Schedule:

- June 3 - Sent Call for Nominations via email
- June 13 - All-Candidate Meeting hosted by Elections committee (originally scheduled for June 11, this event rescheduled due to technical issues).
- June 21 - 2nd Byelection Results

June 2024 - 2nd Byelection Results:

POSITION	NAMES	STATUS
BARGAINING COMMITTEE (Long Service Representative) Unit 1	Zeripha Moses	Acclaimed
BARGAINING COMMITTEE Unit 2	None	- - - - -
EQUITY COMMITTEE	Cassandra Chambers	Acclaimed
	Jowan Jafaar	Withdrawn

Invitation to review YUSA Elections Policy

The Nominations Committee invites the general membership via an open call to review and contribute language to improve the YUSA Election Policy. The committee is searching for contributions that will help make our elections more transparent, participatory, visible and equitable. Send your feedback to nominations.committee@yusapuy.ca

In solidarity,

Raquel Torres, Chair - Tammy Paglia, Vice-Chair - Jennifer Chweiri, Member
Nominations Committee, YUSA
nominations.committee@yusapuy.ca

YUSA Treasurer Officer Report

Dear Valued Members,

I hope this report finds you well and I assume you all enjoyed the long summer days and warm weather. As your treasurer, I am pleased to provide an update on our organization's financial status and the work I have been doing as your Treasurer.

Financial Review

I preform regular financial account reviews to ensure our organization's fiscal health and transparency.

Key findings:

- Accounts are up-to-date and accurately reflect our financial position.
- All transactions are properly recorded and supported by documentation.

Supporting Documents

To maintain accountability, I have regularly reviewed:

- Invoices and receipts
- Bank statements
- Expense reports

Executive Board (EB) Presentations

To keep the EB informed, I present detailed financial reports to EB to ensures timely decision-making and strategic planning.

2023 Comprehensive Audit by external Auditors

DPS Group LLP – Chartered Professional Accountants, conducted a comprehensive audit for the Financial Year 2023 and I will be including the Audited 2023 Financials in our Financial Highlights Report.

This independent review ensures transparency and accountability in our financial management.

Investments

Our investment managers, Page and Associates, provide regular updates on our portfolio's performance which I have reviewed.

To ensure continued prudent management, the Executive Board has met with our investment managers to review the portfolio and on a going forward basis will continue to:

1. Schedule regular meetings with Page and Associates to review investment performance.
2. Monitor and assess risk exposure.
3. Explore opportunities for growth and optimization.

2023 Audited Financials and 2024 Updated actuals as of 31st August

We will include the updated actuals and the audited financials for 2023 for members to review prior to the AGM.

Conclusion

Our organization's finances are stable, and I am committed to ongoing monitoring and reporting.

The comprehensive audit report demonstrates our organization's financial stability.

Your Executive Board remains committed to vigilant monitoring and strategic decision-making.

If you have questions or concerns, please do not hesitate to reach out.

Thank you for your continued support.

Best regards,

Dilanee Don Liyanage
2024 Treasurer
York University Staff Association
Email: treasurer@yusapuy.ca