



January 21, 2024

Statement of Solidarity with the York University Staff Association

We the undersigned are writing to express our solidarity and support with staff represented by the York University Staff Association (YUSA) who are currently engaged in collective bargaining with York University.

During this round of bargaining the university has demanded numerous concessions from staff. These concessions include but are not limited to: new caps and reductions to their benefits coverage, limiting sick leave entitlements for members who must take care of their sick children and dependents, allowing unlimited numbers of non-unionized co-op students to perform work currently done by unionized YUSA staff, eroding job posting rights in numerous ways including by allowing external applicants to apply for YUSA jobs before current YUSA members are even considered, and many other concessions.

The university is also refusing to engage with YUSA's proposals regarding ensuring continued access to remote work when reasonable, protecting the physical and psychological health and safety of workers, as well as training for health and safety worker representatives. These actions stand in stark contrast to the university's stated commitment to the United Nations Sustainable Development Goals.

These concessions are especially galling given the significant increase in the number of managers that have been hired at the university over the past several years. Management has grown by over 40% in recent years while the YUSA membership has grown by less than 10%.

We condemn this concessionary approach, and we call on the university to treat staff with the respect they deserve, to take these punitive concessions off the table, and to give staff a fair contract.

We are thankful for the hard work and dedication YUSA staff have always shown to keep the university running. We are deeply disappointed at the concessionary approach the university is taking with this group of staff who are integral to the functioning and success of the university and we call on the administration to treat these staff, and all workers at the university, with compassion and respect.

YUSA staff have faithfully supported the students, faculty, and teaching assistants at the university for nearly 50 years and we call on the university now to support them and deliver a fair contract that is free from concessions.

Sonny Day – President, York University Staff Association

Ellie Perkins – President, York University Faculty Association

Angus Van Harten – Executive Member, Osgoode Hall Faculty Association

Frank D'Agostino – President, CUPE 1356

Zoë Newman – Chairperson, CUPE 3903

Aïssata Hann – President, York Federation of Students

Alireza Gorgani – President, York University Graduate Students' Association