

The CUPE 3913 Executive Committee stands in solidarity with the staff at the York University Faculty Association (YUFA), who are represented by CUPE 1281, who also represents our own dedicated and hard-working staff.

Since October 27, CUPE 1281 members have been forced into a strike to protect their priorities. The Executive of CUPE 3913 call on YUFA to return to good faith bargaining in order to secure a deal that is fair and equitable for the members who work to represent them.

We stand with the CUPE 1281 members' fight to resist:

- Contracting-out of staff work at YUFA—a practice which we have seen hurt and destabilize many other unions.
- YUFA's push to create the position of an Executive Director and in-house lawyer that would exist outside of the CUPE 1281 bargaining unit. They are making this demand in spite of staff having countered with a comprehensive proposal for an in-unit Staff Coordinator position and, in summer, bringing forward a proposal for an in-house lawyer.

These demands made by YUFA are deeply concerning. Employers investing in new management positions instead of their existing workers weakens the staff's bargaining unit, shifting financial resources away from those who provide essential union services to support York faculty. The Executive of CUPE 3913 calls on YUFA to preserve their democratic principles and stop trying to expand management of their own staff in ways that would erode the power of their own representatives.

The Executive of CUPE 3913 also calls on YUFA to seriously engage with their staff's health and safety proposals, especially the important provisions concerning harassment and discrimination. It is the belief of all unions that every member should have the right to feel safe and respected in their workplace, with strong collective agreement language to uphold those rights. Having meaningful protections against harassment and discrimination is the standard that all workers deserve, and our struggles as workers are always intertwined.

CUPE 1281 YUFA staff do not want to be on strike today. They want to continue supporting and defending YUFA members. As the CUPE 3913 Executive Committee, we recognize how critical staff services are in the current austerity climate that is affecting university workers across Ontario. The recent OPSEU strike demonstrates that this is not an issue isolated to York University; **this attack on union power is coming for all of us:** staff, graduate students, contract workers, physical resource workers and administrative staff. **Now** is the time for solidarity, **not** later.

The conditions we sanction for others often become the conditions that we find ourselves being pressured to accept. We urge YUFA to abide by their democratic values and reach a deal that respects the needs of their CUPE 1281 staff, and we call on all unions, CUPE or not, to stand behind their struggle.