

Date approved:

MINUTES
SFUFA SPRING GENERAL MEETING

Tuesday, April 10, 2018

12:30 – 2:00 pm

Burnaby: Halpern 126

(Via videoconference) in Surrey: 2746 - Vancouver: HC 1510

33 members were present (3 in Surrey; 29 in Burnaby; 1 in Vancouver) and quorum was achieved.

1. Approval of the agenda.

MOVED by Genevieve Fuji Johnson/Michael Ling

Carried.

2. Approval of the minutes of the 2017 Fall GM.

MOVED by Hilmar Pabel/Carla Graebner

Carried.

3. Business Arising.

There was no business arising from the minutes.

4. Bargaining update - David Broun, SFUFA Chief Negotiator

- At the last round of bargaining, a committee was struck to look at the current pension plan and other options. The committee has a draft report and are looking at various options such as a target benefit plan, a DC plan, a multiple employer plan and the BC College Pension plan. SFUFA has summoned the actuaries of the BCCPP to carry out an accurate costing of the possible transition costs, and that has taken some time. This information should be made available to SFUFA by the end of April.
- The bargaining committee is actively recruiting and have lined up some potential volunteers for the committee for the next round of bargaining which begins in the spring of 2019. The advisory committee which assists the bargaining committee to develop their mandate has met once, and has addressed a whole range of issues such as post-retirement health benefits, the number of members who are actively delaying retirement so that they can retain their health benefits, the salary review process and questions around that, change in composition to TPC's, study leave issues, PDR, to name a few.
- The advisory team will be finalizing a set of survey questions to be presented to the SFUFA membership and are hoping to get this done by late summer/early fall.
- David Broun thanked Carl Schwarz, former Chief Negotiator for his many years of service on both the SFUFA executive committee and on the bargaining committee. Carl served on the bargaining team for 20 years and was chief bargainer for 17 of those years and played a major role in negotiating our last contract. Today Carl is being presented with the CAUT dedicated service award. Carl will be retiring next year and SFUFA wishes him all the best in his retirement.

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5. **Equity committee report** – Ronda Arab, Chair, Equity Committee

- There has been a lot of recent work on equity issues which took off from the report produced in July 2015 by the SFU salary working group who studied gender-based salary inequities at SFU. A second joint committee, the Salary Equity Recommendations Committee was tasked with addressing methods to deal with the current inequities identified in the report, and suggest mechanisms to prevent future inequities from developing and to also establish a process to monitor emerging inequities on an ongoing basis. The SFU administration accepted in part the recommendations from the report and have compensated all full time female research faculty with a 1.7 % increase to base salary effective September 2016. In addition, a group award of 1.6% was given to female research faculty retroactive to January 1, 2009. As for the institutional and structural remedies, the equity committee has spent most of the last year in discussions with the administration as to how to move ahead with this. For example, one of the recommendations made by the Salary Equity Recommendations committee was to establish a VP Equity position and to have two staff positions under that portfolio. Instead, the administration has agreed to appoint a special advisor to the Provost, Kim Hart, who will work with an advisory group comprised of students, faculty and staff, and to make recommendations for an action plan, including a framework for embedding EDI into SFU's processes. SFUFA member Genevieve Fuji Johnson has been appointed as senior advisor to the Provost's office on faculty diversity, inclusion and engagement, to work alongside Kim Hart.
- The administration has also made some hires for equity positions over the past year, Student Services has hired Heather Williams, Research Services has hired Teresa Burley, HR has hired Rosie Dhaliwal, Faculty Relations has hired Larry Axelrod but that position is now vacant and the Center for Indigenous Students has appointed Marcia Guno. And a Director has been hired for the Human Rights office.
- The federal government had mandated that all universities with five or more chair allocations develop an EDI action plan by December 2017, for the CRC program. The main purpose is for SFU to use the plan as a guide to address the underrepresentation of individuals from four designated groups (women, Indigenous Peoples, persons with disabilities, visible minorities) among SFU's chairholders. Ronda noted she sat on the committee that helped draft the plan and encouraged SFUFA members to take a look at the plan on the VP Research website.
- The Equity Committee is also working with the SFUFA executive to establish a process to get the administration to start working on a new functioning salary anomaly process. In the salary recommendation committee final report, it was strongly noted that the existing process for salary anomaly reviews doesn't work and that its dysfunction contributes to salary disparities across SFU. The equity committee is hoping to get a joint committee made up of faculty and administration, to come up with a process. A draft proposal has been forwarded

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to Peter Keller, and there will be broad consultation with faculty members once it is finalized.

- Equity, Diversity and Inclusion (EDI) update - Genevieve Fuji Johnson:
Genevieve has been appointed by the Provost as Senior Advisor to work closely with Kim Hart who reports to the Provost, Peter Keller and is responsible for overseeing the Provosts initiative on Equity, Diversity and Inclusion that was launched in early January 2018. The goal is to develop a strategy with actionable recommendations for advancing EDI across all facets of the university. As Ronda pointed out, there is a core group from student services, research services, Faculty Relations and HR including a Director of Human Rights.
 - The group has started preliminary research and analysis and have reviewed the various reports and strategic plans. They have looked at mechanisms for data collection and have reviewed practices, policies, governance structures that may help or hinder EDI initiatives. The recently appointed advisory group has a SFUFA representative (Kumari Beck) as does Academic Women (Dolores Van der Wey). There are staff and students on the advisory group and there is membership from all 3 campus locations and also representation from the various equity seeking groups. Genevieve and Kim will be sharing their draft consultation plan with the advisory group and once it is further developed, it will be shared with the wider community.
 - Genevieve noted she had met with Deans and Chairs to develop a basic document with working definitions, to encourage units to develop strategies to advance these values when thinking about their departmental strategic plans. The EDI team has also collaborated with others on a couple of events, such as the West Coast Women in Engineering Science and Technology.
8. Other business – Rochelle Tucker reminded everyone about the SFUFA meeting with Teaching Faculty on Burnaby Campus taking place tomorrow In Blusson Hall 9011 at 11:30 am.
 9. Presentation: James Compton, President CAUT.
 10. The meeting was adjourned at 1.47 pm.