

**Minutes of the SFUFA Executive Meeting
Held April 11, 2013 at the Diamond Alumni Centre**

In attendance:

Carla Graebner, (Library)
Glenn Chapman, President (Engineering Science)
Karen Kavanagh (Physics)
Maite Taboada (Linguistics)
Russell Day (Psychology)
Yolanda Koscielski, Treasurer (Library)
Julian Christians (Biology)
Carl Schwarz (Statistics and Actuarial Science)
Brian Green, Acting Executive Director
Melanie Lam, Executive Assistant

Regrets:

Maureen Fizzell (Business)
Neil Abramson (Business)
Natalia Gajdamaschko (Education)

1. Approval of Agenda.

Approved with one addition – Bargaining update from C. Schwarz.

Moved: K. Kavanagh/Y. Koscielski

Carried.

2. Approval of Minutes March 14, 2013 Executive Meeting.

Approved with one addition to Business arising item 3 (a).

Moved: R. Day/C. Schwarz

Carried.

3. Business Arising.

None.

4. President's Report.

G. Chapman reported on the following:

- Re: the LOA initiative, the Administration withdrew the motion to approve LOA from the April Senate meeting after talking to Senators and realizing that it may not have been passed. They are still planning on bringing this item forward at the May 22nd Senate meeting but it may possibly be a modified version of the original proposal. SFUFA is unsure as to the next steps for LOA and will raise this item at the Consultation meeting with Senior Administration on April 18th.
- Many SFUFA members voted in favour of the motion brought forward at the recent AGM, to explore unionization of the Association and there is speculation that the push to implement the LOA initiative at SFU may have contributed to the increased support.
- Glenn urged Executive members to review the Green Paper on quality assurance by the Ministry of Advanced Education.

5. Executive Director's Report.

B. Green reported on the following:

- Website: Most of the content has been transferred to new site and everyone was encouraged to look at the new site and provide feedback. The address for the new site is sfufa.caut.ca.
- Nominations for SFUFA pension trustees are underway.

- Condolence card and retirement card templates were passed around for feedback.
- Equity Audit: SFUFA and Academic Women are in the process of drafting a joint letter to the Administration on this item and Brian will circulate the draft to the Executive once M. Dubiel has reviewed it.
- In light of the recent advocacy case, SFUFA's Policy on Payment for legal expenses and the Representation Decisions and Appeal Policy has been revised and the draft was included in the meeting package as agenda item #7. Due to time constraints, Brian recommended that everyone review it and that a motion be brought forward at the next Executive meeting, to adopt the new Policies.

6. TIMED ITEM – Report on the Harry Crowe Foundation conference – M. Ling.

M. Ling thanked the Executive for the opportunity to attend the event and gave an overview of the conference, which included a history of the foundation, the Harry Crowe story and the various threats to academic freedom.

7. Representation Policies – drafts circulated and discussion and motion to adopt tabled to next meeting.

8. AGM issues and motions

- SFUFA members brought forward 3 motions at the recent AGM, two were passed and one was defeated (the motions were attached to the meeting package for review). There was much discussion about this item because most SFUFA members including the Executive were not aware that the resolutions were being brought forward, it also had an impact on timing of the meeting and many members who voted on the motions did not have a written copy to refer to. Although the By-laws permit members to bring forward motions from the floor at any time, the Executive recommended that SFUFA put out a call to the membership requesting agenda items and that printed copies of the motions be circulated to all members ahead of time.
- Equity Study: Members made it clear that they would like this item to be made a priority and would like a follow up report from SFUFA about the item at the fall general meeting. The member who brought forward the motion had obtained signatures of 77 members who supported the motion but couldn't be present at the AGM. The Executive noted that this item was raised at a recent Consultation meeting with senior administration, who promised to address the issue once negotiations are complete. SFUFA together with Academic Women are in the process of drafting a letter to the Administration about this item, which recommends the formation of a committee with reps from Academic Women, SFUFA, and the Administration. The Executive noted that the process should be easier now that UBC has concluded their pay equity study.
- Unionization: The other item passed was the proposal to explore unionization of the Association. It was noted more members appear to be in favour of this move compared to votes taken in past years. There was much discussion on this item including the impact it may have on collective bargaining if it comes to pass. The Executive recommended that a debate be organized for the membership at the spring social with speakers from SFU and external speakers to debate for and

against unionization. B. Green will follow up on this and noted that he is already working on an outline.

- Inclusion of a restrictive covenant in the hiring agreement of the next E.D: There was some discussion on this motion which was not passed and the Executive noted that although this may not have been legally binding and enforceable, it may be wise to include a clause in the new E.D contract emphasizing confidentiality and requesting more notice time so that there is a reasonable time lapse in-between positions.

9. SFUFA Spring social and panel discussion

- Brian will follow up on the recommendations made by the Executive re: speakers for and against unionization.
- Date to be May 30th.

10. Items for Consultation on April 18, 2013.

- Learning Outcomes and Assessment (LOA): What is happening to LOA and what are next steps?
- Equity Study – SFUFA submitting a formal request jointly with Academic Women. Members raised this at recent AGM wanting it to be made a priority.
- Exam room issues - update on exam related issues including lighting, cleaning, weekend scoring.
- Living Wage Campaign – at recent AGM members asked for an update on this at the fall general meeting. Is there a timeline for SFU's report so that we have some sense whether there will be further info by that time?
- Pacific Carbon Trust – we would like to hear more on this and the costs and how SFU is addressing this.
- Opportunities Agenda & election campaign - any updates and how can SFUFA help?
- Revisions to format for new faculty orientation session – we know this is being restructured, can Doug give us more specifics?
- Academic Freedom statement follow-up.

11. Other Business.

- Bargaining update: C. Schwarz gave an update on Bargaining and noted that the Arbitrator has not yet reached a decision about the final offer selection. Negotiations are ongoing for the other 3 items and the advisory committee formed to review the new Teaching Professor rank has had several meetings and has come up with a draft proposal. A tentative meeting to review the draft proposal with the Administration has been set for Friday of next week. There have been no further discussions with the Administration on the Librarian salary issue and Professor Professional Practice draft proposal.
- Member engagement: Discuss E.D's report at a future Executive meeting.

12. Adjournment.

Adjourned at 12:04 p.m.

Moved: Y. Koscielski/R. Day

Carried.