

**Minutes of the SFUFA Executive Meeting**  
**Held August 22, 2013 at the Diamond Alumni Centre**  
**10:30 am – 12:30 pm**

**In attendance:**

Carl Schwarz (Stats and Actuarial Science)  
Holly Hendrigan (Library)  
David Broun (Physics)  
Carla Graebner, Past President (Library)  
Glenn Chapman, President (Engineering Science)  
Julian Christians (Biology)  
Maite Taboada (Linguistics)  
Maureen Fizzell (Business)  
Natalia Gajdamaschko, Treasurer (Education)  
Russell Day (Psychology)  
Yolanda Koscielski (Library)  
Melanie Lam, Executive Assistant (recorder)  
Brian Green, Executive Director  
Jennifer Scott, Membership Services Officer

Date Approved:

**Regrets:**

Karen Kavanagh (Physics)  
Krishna Pendakur (Economics)

**1. Introductions**

The Executive welcomed new Membership Services Officer Jennifer Scott and new Executive members D. Broun, Physics and H. Hendrigan, (Library/Archivist rep).

**2. Approval of Agenda.**

Approved with the following amendment: Update on bargaining item 6b added to agenda.

Moved: J. Christians/Y. Koscielski

Carried.

**3. Approval of Minutes of June 14, 2012 Executive Meeting.**

Approved with a couple of amendments.

Moved: M. Taboada/J. Christians

Carried.

**4. Business Arising.**

- Y. Koscielski (Treasurer) noted that a \$42,610.39 GIC, which came up for renewal in late August, was rolled over into a 1 year locked in TD-GIC at 1.40% interest.

**5. President's Report.**

- This is Glenn's last meeting as SFUFA President and he reviewed some of the key issues on SFUFA's radar. One of the key issues facing the Association is unionization. The membership is restless and 60% of those who attended the last AGM requested that SFUFA explore this issue and report back to the membership in the Fall. Two factors that probably contributed to this were the LOA initiative and the fact that SFU ranks low on the salary scales. Glenn also noted that this issue was discussed with A. Petter when Glenn and Neil last met with him.

- Bill C377, which would force unions to publicly disclose the details of their spending, is making its way through Parliament. Amendments were made to the Bill and it is being taken to the House of Commons in the fall.
- The province's universities have not been on the government's radar screen at all. It is recommended that SFUFA get faculty more involved in the "Get science right" campaign initiated by CAUT and to engage with our local political representatives. One suggestion for SFUFA to engage the membership about this and other issues is for the President to circulate a monthly newsletter.

#### **6 a. Executive Director's Report.**

Brian Green reported on the following:

- Brian welcomed Jennifer Scott, the new Membership Services Officer and noted that the SFUFA office is now fully staffed.
- The Western Regional Conference is being hosted by UBCFA and UNBC in Vancouver this year from October 17 – 19. The President and Vice President usually attend the conference, but since it is being held locally, all Executive members are invited to attend.
- Brian is working on reconvening the Advisory Council committee who has not met in a while and Executive members will be invited to attend the next meeting.
- SFUFA needs to update the membership on the living wage campaign and Julian Christians volunteered for this task.

#### **6b) Update on Bargaining – C. Schwarz**

- 1.95% raise was implemented across the board on July 1 2013. The previous 2% and 1.95% increase applies to base salary, market differentials and University Professor award.
- Effective July 1, 2013 there were changes to Psychological benefits. The benefit was raised from \$100 per year to \$1000 per year and in addition, members can now seek counseling from psychological practitioners as well as registered psychologists. There is a \$125 deductible per family/person each calendar year.
- It was noted that UBC was awarded 2.5% and 2.5% over two years (same arbitrator) and theirs is interest-based arbitration unlike SFU 's, which is final offer selection.
- The \$5000 market differentials for Librarians/Archivists will take effect September 1, 2013.
- New rates for Teaching Appointments are not as good as expected but the language re: criteria for promotion have been improved upon.
- New category – Professor of Professional Practice is a non-tenure track position contingent upon funding available and often linked to outside sources. There is a limit of 5% of total complement and not more than 20% of any unit can be hired under these terms.

#### **7. Fall meeting schedule.**

- The new meeting schedule was circulated and reviewed by the Executive and two amendments were made. The September 12 meeting was brought forward to Thursday September 5 and the November 14 meeting was brought forward to November 7<sup>th</sup>. It was also noted that due to reading week, the February 2014 meeting is being held on the first Thursday of the month – on February 6.
- A revised version will be circulated to the Executive shortly.

- An Executive planning meeting needs to be scheduled in September.

### 8. Appointment of Treasurer

- David Broun volunteered to act as Treasurer for the 2013-2014 year to replace Yolanda Koscielski whose term ends August 31, 2013.

**Motion:**

That D. Broun be appointed as SFUFA Treasurer for a one year term commencing September 1, 2013 – August 31, 2014.

Moved: C. Graebner/Y. Koscielski

Carried.

### 9. Ratification of Equity Committee

- SFUFA and Academic Women are working together to press the Administration for an equity audit. While the terms of the process are not yet finalized, a 4- person team has been nominated and ratified by the membership to represent faculty in the upcoming review. It was noted that SFU is one of the few Universities that does not have a standing equity committee.

**Motion:** That the following members be appointed to represent faculty on the Equity Committee:

- a) Anke Kessler, Economics
- b) Mary-Catherine Kropinski, Mathematics
- c) Catherine Murray, Communication
- d) Krishna Pendakur, Economics

Moved: N. Abramson/M. Taboada

Carried.

### 10. Organizational Culture and Member Outreach – N. Abramson

- Neil has drafted a proposed Member Outreach Action Plan, which was circulated to the Executive; Rationale is to strengthen SFUFA's culture and internal systems.
- Members are interested in how we represent them. We need to increase their passion about the issues. If we are committed to real concerns of members for Consult, we could communicate back to our members.
- Some ideas for engaging the membership in the fall semester are:
  - Starting September - Pub nights (SFUFA sets time; offers a couple of jugs beer and appetizers in Coquitlam, Maple Ridge, North Shore, Downtown etc)
  - Membership drop in lunches at the DAC
  - Presidential & Executive outreach through availability; Exec meet with interested members in their faculties once per month and report back to the Executive what they learn
  - Advertised coffee sessions for members to discuss concerns
  - Brief messages from President re: hot topics starting early September
  - Early October: A social and a 10 – 15 minute discussion on unionization issue. Ask members to fill in a short questionnaire re their views. SFUFA buys them lunch

- Early November: Formal general meeting; it would be nice to get some resolutions re pay equity & educational goals etc..
- December 15: Membership Social at the DAC
- December: Develop an action plan for the spring semester
- Mid January 2014: Chinese New Year social at the DAC
- Other ideas: Host a Framework Agreement and Policy session for members, there should be more communication and coordination between the Equity group and the Bargaining Committee, get list of new faculty members and take them out for coffee, get a list of people who would like to talk to SFUFA following faculty orientation in September, Neil - contact departmental Chairs re: attending their meetings
- Newsletters: We shouldn't be discouraged by small numbers of members reading our Newsletters. Printed hard copies may be better than electronic copies
- One way to increase our legitimacy with SFU Administration is to get new people on the Executive - turnover is a good thing

#### **11. Unionization info session**

- Discussion was postponed to the next meeting.

#### **12. Other Business.**

- Neil thanked the outgoing Executive members for their hard work and commitment to SFUFA: C. Graebner, Y. Koscielski, K. Kavanagh and C. Graebner thanked outgoing President G. Chapman for taking on the challenging role of Presidency this past year.
- R. Day attended a 3- day workshop for Educational Goals run by Gloria Rogers and noted that no senior administrators were in attendance. If anyone is interested in obtaining a copy of the materials, please contact Russell.
- The Faculty of Education building has been deemed unsafe and has been evacuated by WorkSafe BC due to an infestation of black mould. Many are sick and impacted by this serious health threat.

#### **13. Adjournment.**

There was no other business and the meeting was adjourned at 12:30.

Moved: C. Graebner/Y. Koscielski

Carried.