

Minutes of the SFUFA Executive Meeting

Held June 12, 2014

Library 7100

9.30 – 12 noon

In attendance:

Neil Abramson (Business)
D. Broun (Physics)
Glenn Chapman (Engineering Science)
Julian Christians (Biology) acting Chair
Russell Day (Psychology)
Maureen Fizzell (Business)
Krishna Pendakur (Economics)
Carl Schwarz (Statistics)
Maite Taboada (Linguistics)
Brian Green, Executive Director
J. Scott (Membership Services, recorder)

Regrets:

Natalia Gajdamaschko (Education)
M. Lam
K. Pendakur (Economics)
H. Hendrigan (Library)

1. Approval of Agenda

Approved as circulated.

Moved: M. Taboada/J. Christians

Carried.

2. Approval of Minutes of May 8th.

Approved with one correction (header date).

Moved: M. Fizzell/C. Schwarz

Carried.

3. Business Arising

- None to report.

4. Presidents Report - N. Abramson

- In recent meetings with A. Petter and J. Driver contract negotiations was the main topic of discussion and Neil noted that both sides are hoping to have a cooperative relationship throughout the process. Admin is in agreement with SFUFA that the 4 month deadline would be impossible to achieve and D. Thorpe Dorward will be writing a letter to the LRB requesting that the current terms and conditions of employment remain in effect until a new contract is worked out. Neil noted that J. Driver is not opposed to SFUFA adding one more person to the bargaining team.

- The BC government is conducting a review of Private Career training institutions.
- For members over the age of 50, the University is looking to develop performance appraisals that are not age related; they want a way to do performance appraisal when performance is declining. It is not known if the University can demonstrate that older faculty is less capable and effective in supervisory work than their younger counterparts. It would be worthwhile to explore how other institutions conduct reviews. One suggestion was to de-couple salary review and performance review where one process would be related to steps and the other would be performance evaluation intended to identify strengths and weaknesses and provide feedback on performance. SFUFA needs to be careful when proposing any alternatives and should be mindful of the potential inequities in a new or different process, and anticipate mentorship needs to encourage groups less likely to apply for merit steps if it is a voluntary process.

5. Executive Director report

- A summer general membership meeting is being scheduled around the last week of July/first week of August.
- The issue about the inadequate faculty pension plan has been consistently raised by many members recently and has also been flagged by the bargaining committee. Members at Royal Roads joined the college pension plan, which is “sistered” with BCTF and other public organizations, which makes it one of the largest Plans in the province and is listed as one of the top 100 defined benefit plans in Canada, and is currently funded at 97%. Brian will organize for a speaker from the college fund to make a presentation to the Executive sometime soon.

6. Treasurer Report – D. Broun

- A financial year to date report was circulated with the meeting package. It was noted that to date, revenue exceeds the amount forecasted to date and expenses are lower than forecasted.
- Some legal costs associated with certification will be reimbursed by CAUT.
- The member events line item is over budget.

7. Bargaining Committee

- The next round of bargaining will begin in mid – late fall and the bargaining committee is working on a first contract. Brian is working on a draft contract and the Advisory Committee will be reviewing these to determine which policies will be applicable.

- Our current contract expires June 30th and there is agreement to extend the current terms and conditions until a new contract is worked out.
- Member consultations will begin in the fall.
- Bargaining priorities will be presented to the Executive in early fall and items such as salaries, pension, job security for teaching faculty/librarians, grievance procedures and the right to strike will all be on the table.
- There is a possibility the bargaining committee will be expanded but more discussions about this will take place in September.
- Carl will be circulating a bargaining bulletin to members next week.

8. Living Wage campaign (Guests Michael Schmitt/Shahaa Kakar)

- Purpose for meeting with SFUFA Exec today is to update the Executive on the campaign, to ask for feedback re: faculty concerns and to ask for the issue to be brought forward for discussion at the SFUFA general membership meeting for potential endorsement of the campaign.
- 18.6% child poverty in BC (1 out of 5 kids) 43% have at least 1 parent working full time but working poor.
- The living wage campaign is trying to address this. Two parents working full time need to earn at least \$20.14 per hour to support 2 kids to be able to cover items like rent, clothes, childcare etc..
- SFU is proposing to become the first living wage employer in Canada in order to fulfill its own strategic commitments.
- Estimation is that roughly 400 employees at SFU including cleaning staff, food services, childcare, RA's who do not earn a living wage. 73% of workers earn less than the living wage, work up to 12 hours extra with no overtime and with no benefits. 39% responded that they incurred out of pocket related to their work; Most of them women & women of colour. SFU cleaners earn \$14.76 per hour.
- SFU Administration estimates that it would cost less and .4% of annual operating budget to become a living wage employer. It cost the city of New Westminster .2% and it can be a phased in process.
- President Petter had taken this information to the BOG who turned it down noting it was not a priority at this time. However, the campaign feels that if the SFU community can demonstrate that it should be made a priority, the BOG may reconsider. A petition is underway and 700 people (100 faculty) have signed so far. The campaign is hoping to take the proposal to the BOG in the fall.
- RA's in Humanities make \$30 per hour – campaign not sure how to deal with them. There are also concerns about the impact it would have on faculty grants etc.. However, they would like SFU to agree to the process in principle and then work out the details at a later date.

9. Items for Consultation – May 16th

- i. SFUFA would like to know the formula used in calculating claw-back in faculties.
 - ii. Modified contracts – SFUFA would like to know how many and if the numbers have gone down, who is being rejected and what are the concerns for the Administration.
 - iii. SFUFA would like to know if departments have received approval for their teaching professor criteria. There is a lot of language relating to referees, sample letter etc... that emphasizes research and is not clearly wholly applicable to the promotions to Teaching Professor. Last month the VPA had noted that every department that had a member who was eligible for promotion would have gotten their criteria approved already, but this doesn't appear to be true.
 - iv. Dean review procedures on website – raise this item under the business arising section.
 - v. Grad student progress reports – why is this not done through SIMS?
- The Executive recommended that a Consult meeting may not be necessary if the above questions can be answered. The Executive may just meet just for 90 minutes if there are pressing issues. Brian will send a follow up email to everyone.

10. Adjournment. There was no other business and the meeting was adjourned at 11.59 am.