

**Minutes of the SFUFA Executive Meeting
Held Thursday December 4, 2014
Halpern 114
9.30 – 11:30 am**

In attendance:

N. Abramson
D. Broun (Physics)
Glenn Chapman (Engineering Science)
Julian Christians (Biology) Chair
Russell Day (Psychology)
Holly Hendrigan (Library)
Dan Laitsch (Education)
Carolyn Lesjak (English)
K. Pendakur (Economics)
Rochelle Tucker (Health Sciences)

B. Green (Executive Director)
J. Scott (Member Services)
M. Lam (Recorder)

Regrets:

C. Schwarz (Statistics)

1. Approval of Agenda

Approved as circulated.

Moved: J. Christians/G. Chapman

Carried.

2. Approval of Minutes of November 20th

Approved as circulated.

Moved: C. Lesjak/D. Broun

Carried.

3. Business Arising – none to report

4. Financial update

- A year to date report was circulated. D. Broun reviewed the year to date figures and the budget and noted the following: Both CAUT and CUFA dues have increased, meeting expenses were raised to reflect last years actuals, last years numbers for this item was higher due to factors such as the unionization drive and the 2 day bargaining workshop for the Executive.

5. Bargaining Update

- Carl was not present to give an update.
- There was a discussion about the plan for member consultations on bargaining proposals and the process for executive approval. Brian reviewed the process and noted the following: The bargaining committee interfaces with the BAC and makes recommendations to the Executive who ultimately makes the final decisions. It is expected that the bargaining committee maintain the bargaining principles and priorities established by the Executive committee.
- Members are concerned about the salary scale issue raised at the recent GM and there was much discussion on this.
- It was noted that the exchange of official positions will begin in January.

6. Presidents Report

- A couple of members from the divestment campaign contacted Julian about holding a broader referendum of faculty members some time in the New Year. The group is aware that they would need 25 signatures to move forward with a special SFUFA general meeting.
- Julian attended the CAUT conference last week and noted that the topics of discussion were: The Get Science Right campaign, the panel on fairness for contract academics (fair employment week), UBC Policy 81 and the proposal to Censure Guelph and reports from bargaining reps from other universities.
- CAUT Defense fund: SFUFA was approached about joining the CAUT defense fund which is a centralized fund to provide strike benefits to associations while their members are engaged in a strike. It was noted that the costs per member could be substantial.
- CAUT equity campaign: CAUT is trying to establish a network for this initiative and will be circulating more information on this in the near future.

7. Executive Directors Report

- Pension Plan: The actuary is working on a report to show what different members would get under the different pension plans. The Board of trustees at the College Pension Plan are not concerned about the impact of allowing existing members to opt out. Those who don't want to switch would be grandfathered but new faculty members would automatically be added to the new Plan. This information is important and would be circulated to members shortly.
- CUFA: At the recent CAUT conference Brian met with CUFA BC's new Executive Director and conveyed SFUFA's concerns that were discussed at the November Executive meeting

and GM. It was noted that CUFA is working on a strategic plan in the New Year.

- Faculty “community” discussions - Conversations are ongoing with the Dean of Education about SFUFA working with SFU to explore means of strengthening community-building efforts for faculty.
- Deans review process: There is lots of mistrust amongst faculty who view the process as not being transparent and SFUFA has raised this with Academic Relations. The V.P Academic is aware of the issue and has recommended that all parties (Academic Relations/SFUFA/VP Academic) schedule a meeting to review this in the New Year.

8. Membership Services Officer report

- Jennifer gave an overview of her current advocacy cases.
- Jen met with Melinda Skura from Safety and Risk Services to discuss how to improve communication between the various safety committees and increase faculty representation on the local committees. SFUFA is also liaising with all other employee groups on the issue.
- Some members have complained about child care expenses when exams are held outside of regular times. They are not allowed to use PDR funds but it was noted that tri-council funds may be used to cover costs. For exams held either just before or during week ends, instructors would need to mark all week end long in order to comply with the 96-hour rule and this is also a problem for some. The Executive recommended raising this at the next Consult meeting in January.
- Academic Women and SFUFA are holding an event at the DAC in January. An invitation will be circulated in the new year to all faculty.
- Jen met with Librarians last week to review the draft Librarians Agreement.

9. Items for Consultation – December 11, 2014

- i. Invite Terry Waterhoue to speak to 1) new WorkSafe legislation on bullying and harassment 2) Emergency lock down protocols and what resources and training may be available.
- ii. Exam period issues – This issue has been raised previously with the Administration but SFUFA would like to review the issue re: exam locations, using gym space for athletics during exams, and issues related to grading and the 96 hour turnaround period.
- iii. FIC issues – This issue has been raised at previous Consult meetings on more than 1 occasion, but rather than raise this again at a Consult, the Executive recommended

forming a committee to meet with Tim Rahilly to follow up on this.

10. Other Business - none

Adjournment. There was no other business and the meeting was adjourned at 11:36 pm.