

Minutes of the SFUFA Executive Meeting
Held Thursday June 11, 2015
Halpern 114
9.30 – 12:00 noon

In attendance:

N. Abramson (Business)
D. Broun (Physics)
G. Chapman (Engineering Science)
J. Christians, Chair (Biology)
R. Day (Psychology)
D. Laitsch (Education)
C. Lesjak (English)
K. Pendakur (Economics)
C. Schwarz (Statistics)
R. Tucker (Health Sciences)

Brian Green (Executive Director)
J. Scott (Membership Services, Recorder)

Regrets:

H. Hendrigan (Library)
M. Lam (Executive Assistant)

1) Approval of Agenda

Approved with the addition of TSSU update.

Moved: R. Day/D. Laitsch

Carried.

2) Approval of Minutes of May 21, 2015

Approved as circulated.

Moved: C. Lesjak/G. Chapman

Carried.

3) Business Arising

- There was none to report.

4) Presidents Report – J. Christians

- Julian was not present and the report was tabled to 11 am.

5) Executive Director Report – B. Green

- Equity Report: J. Driver has proposed a process for moving forward in the Equity Report. Both he and J. Christians are writing a joint letter to introduce the report and circulate it to SFUFA members. The plan is to have Jon and Julian appoint reps from faculty and the

Administration to a joint committee to implement recommendations in the report. The recommendation is to release the report to the SFU community as soon as possible. K. Pendakur and A. Kessler (authors of the report) would like to host a Q & A forum for faculty, once the report has been circulated. J. Chrisitans will ask J. Driver for a joint forum, which SFUFA will help organize. SFUFA recommends that the report be forwarded to the SFUFA Equity Committee once it has been released and that Krishna P. and Anke K. host a separate Q & A for members of that committee. SFUFA would have to contemplate who it would like to recommend for the next iteration of the joint Equity Committee. The Committee should have access to the data should they want it for further questions. Any salary adjustments that may arise as a result of this report would be separate from bargaining.

Motion:

That the authors of the Equity Report A. Kessler and K. Pendakur be commended for the good quality of the Report.

Moved: R. Day/ D. Broun

Carried.

- **SFUFA 50th anniversary celebrations:** The Administration is interested in hosting a joint event with SFUFA and some thoughts are: A historical reflection of the Association and its work with the University, a plaque for SFUFA Presidents, a scholarship or bursary for students who show a commitment to University service. If anyone has any other suggestions, please forward them to Julian or Brian. The Executive recommended surveying the membership about this once they get a better sense of what they'd like to do.
- **Summer GM:** The date is set for Wednesday July 29th from 2 – 4 pm. Tentative agenda items include a Bargaining Report, Equity Report, Pensions, SFUFA 50th anniversary event announcement.
- **Workplace Health & Safety:** For a number of years, SFU has been in violation of the Workplace Health and Safety Laws regarding committee structure. This is being corrected and one implication to these corrections is that SFUFA will need to appoint a committee representative to each Joint Local Area Committee and two reps to the Central Health and Safety Committee. G. Chapman volunteered for this and N. Abramson also expressed his willingness to participate. SFUFA will put out a call to the membership asking for volunteers.

- **Executive Committee matters:** D. Broun's term as Treasurer will be ending soon and SFUFA will need to appoint a new Treasurer effective September 1. The Executive commended David on his exceptional and very clear work as Treasurer for the Association. One other item is that a one-year Presidency has its challenges and it is difficult to wrap up existing projects in the Summer term. There was discussion about making the Presidency a two-year term but this has been contemplated in the past and the Executive feels it would limit the number of volunteers willing to run for President with such a large time commitment. It may also prove difficult for departments to cope with two years of teaching release for one President. The following recommendations were discussed:
 - ❖ Increasing the formal duties of the President Elect and Past President to allow the President more time to wrap up projects during his term.
 - ❖ That the President Elect take on the role as Treasurer to allow him/her to become more familiar with the operational side of the Association.
 - ❖ Neil, Dan and Julian will draft a proposal for more formalized roles for the President Elect and Past President.
 - ❖ For the President Elect to sit on certain search committees where SFUFA has a role and to attend CUFA BC on behalf of the Association.
 - ❖ **Motion:**
That SFUFA provide a one course teaching release for both the President Elect and the Past President.
Moved: D. Broun/R. Day Carried with 2
abstentions.

6) TSSU Update

- K. Dean and R. Belan from TSSU provided an update on their bargaining status with SFU Administration.

6) Treasurer Report – D. Broun

- A year to date financial report was circulated to the Executive with the meeting package.
- David noted that membership dues are higher than budgeted; when setting the draft budget in the Fall SFUFA does not account for new hires.
- Special projects – the pension related actuarial reports and costs for pension information are budgeted here. It was recommended that a footnote be added to the budget when presenting it to the membership at the next AGM to highlight this.
- The Executive recommended that Melanie add an asterisk and footnote to the Treasurers report to draw peoples attention to the rationale for line items that are higher than budgeted.

7) Membership Services – J. Scott

- In the interest of time, Jennifer noted that she would provide a more complete report to the Executive at the next meeting. SFUFA is waiting for dates for 3 FRC's this summer.

8) Bargaining update – C. Schwarz

- UBC and UNBC are proceeding to arbitration sometime this Fall. UVIC has settled and received a salary increase of 1.44 % in years 2 and 3 plus 5.5% over 5 years. Also, 2.1 – 2.5% per year for progress through the ranks.
- SFUFA bargaining is moving slowly but we hope to have a section fully signed off before the summer break. Weekly meetings will resume in the Fall.
- SFU recommending changing the composition of FRC to more heavily weight it to Administrative representation and faculty members are not in agreement.

9) College Pension Plan vote

- Is it time to vote? The answer is Yes. The legal relationship is between SFU and the College Pension Plan as such that the Administration would negotiate on SFUFA's behalf. SFUFA's formal role is to ask the SFU Administration to provide a Defined Benefit Pension Plan. Informal conversations will continue to occur between the Association and the College Pension Plan as they have, thus far but the formal legal relationship is between SFU and the CPP. It was noted that the Pension Plan is part of collective agreement negotiations and can't be voted upon separately.
- There was discussion of whether the SFUFA Executive should make a recommendation to the membership. The Executive recommended not moving forward with this at this time. SFUFA needs to open up negotiations first to know what the options are for members. Once this is determined, the Executive noted it would aim to make unanimous recommendations to the membership.
- What would the questions be?

Motion

That the Association ask members for a mandate to try and negotiate access to the College Pension Plan with SFU Administration, contingent upon the ability of individual members to opt out of the Plan.

Moved: D. Broun/K. Pendakur

Carried unanimously.

- When should the vote be? The Executive noted this should take place as soon as possible but no later than the period between June 20th and July 4th and that it would be an electronic vote.
- J. Chrisitans noted he would compose a preamble and circulate it to the Executive for feedback and B. Green noted he would draft a question and circulate it to the Executive for review.

10) Items for Consultation June 18th, 2015

- I. Business Arising: Update on Chiropractic School proposal.
- II. Update on Accreditation – brought forward from last meeting.
- III. Access Control – SFUFA is putting forward a request to look into improved and possibly online mechanisms for the ordering and delivery of keys.
- IV. SFU Gym – appears to be difficult accessing gym for large exams. SFUFA would like information on how many days the gym will be available for exams during the examination period and information on what else is available for large exams.
- V. Truth and Reconciliation Commission report – SFUFA would like to know if the Administration intends to respond to the recommendations, related to Education.
- VI. A commendation to Facilities for tremendous work on the gardens this year.

12) Other Business

- There was no other business.

Adjournment. There was no other business and the meeting was adjourned at 12:16 pm.