

Minutes
SFUFA FALL GENERAL MEETING
Thursday November 13, 2014
12:00 - 2:00 pm

Burnaby: Irmacs Theatre

Via videoconference - Surrey: Room 2746 - Vancouver: HC 2250

40 members were present (including members via videoconferencing at Surrey and Burnaby campus) and quorum was achieved.

1. Approval of the agenda
MOVED by R. Day/D. Broun **Carried.**

2. Approval of the minutes of the 2014 Summer General Meeting.
MOVED by J. Christians/H. Hendrigan **Carried.**

3. Business Arising.
None.

4. SFUFA budget update
D. Broun Treasurer, presented the 2014/2015 budget and noted the following:
 - Membership dues income is forecasted at \$800,000 this year based on figures provided by Academic Relations but the dues rate for members stays the same.
 - Donations increased from \$1000 - \$2000 to allow SFUFA to support other groups. A donations policy is being developed.
 - Meeting expenses have increased slightly to reflect last year's actuals.
 - CAUT and CUFA dues have increased due to an increase in per capita salary rates and member numbers. CUFA dues have risen by 8% over the last 2 years but membership services appear to be minimal and there was some discussion about this. It was noted that historically, CUFA's role has been to lobby the government and build relationships with the various provincial government bodies to promote faculty members' interests. It was noted that CUFA has been effective in changing the government's position on mandatory retirement and during the last election, CUFA raised University issues with individual political parties. Most of the work is done behind the scenes therefore it may be difficult to measure its efficacy.
 - The following motion was voted on and passed:
MOTION:
That SFUFA members on the CUFA BC Executive obtain a report for SFUFA members on CUFA's vision and strategic plan.
MOVED: D. Broun/R. Day **Carried.**

5. Presidents Report – J. Christians

- Starting in September, Julian attended departmental meetings at various faculties in an effort to engage faculty members and update them about the issues SFUFA is working on. Anyone who is interested in having Julian speak at a departmental meeting is encouraged to speak to his/her department administrator.
- SFUFA is working on its first complete collective agreement post-certification. Members of the bargaining committee are currently reviewing existing employment related policies and procedures and amending them as necessary in preparation for bargaining. In terms of salary and benefits SFUFA will be developing proposals for changes to the salary system which will be discussed in detail with the SFUFA Executive and with members. The first bargaining meeting with the Administration is scheduled for December.
- Julian noted that SFUFA is planning for ongoing member outreach and engagement and will continue to host events related to pensions, retirement and bargaining. 4 member events were held in October including a pub night and a luncheon for limited term members.
- 426 members responded to the recent salary survey that was circulated to the membership and the results will be circulated shortly. Some findings worth noting are:
 - ❖ The anticipated retirement age for most was 67-68.
 - ❖ For pensions, about 12% of respondents noted they were against moving to a defined benefit plan; 40% were in favour and 48% said they wanted more information before making the decision.
 - ❖ Nearly 60% of respondents were unaware that SFU offers financial incentives for early retirement and a similar number responded that they had never attended an SFU retirement advising session.
 - ❖ In terms of equity, 20% of respondents indicated they had experienced some sort of age discrimination.
 - ❖ Modified contracts: About 70% noted they either had little or no knowledge of modified contracts as a possibility and less than 10% were interested in moving to a permanent part- time position.
- CUFA BC has hired a new Executive Director Michael Conlon. Michael most recently served as E.D of AAPS at UBC and has done work in the area of policy and government relations with CAUT and has done professional work as a Policy Advisor at the Ministry of Training, Colleges and Universities in Ontario. CUFA will be developing a strategic plan in early 2015.

6. Economics Benefits Committee report – C. Schwarz

- The SFUFA bargaining team has its first meeting with the Administration in December but true bargaining will commence in January 2015.
- Over the summer months the bargaining team reviewed the employment policies and procedures to see what needed changing, ranging from housekeeping changes to substantive changes. The Bargaining Advisory Committee (BAC) is currently reviewing the initial proposal, which is about 200 pages long.

- The key issue for faculty members is money, particularly salary ceilings, which negatively impact a large number of members.
- SFUFA will also be looking to address salary inequities at all levels and the inadequacy of the current pension plan for providing greater security in retirement for faculty members.
- Another issue being looked at is improvements to the new teaching professor rank and improvements to the terms and conditions for teaching appointments.
- A bargaining statement will be published for members shortly but will not include all of the details.

7. **SFUFA credit card**

Historically, SFUFA staff members have paid with their own credit cards and sought reimbursement for Association expenses such as those related to conference travel. The SFUFA by-laws contain a restriction on borrowing (Article IX (2)) which prevents the Association from obtaining a credit card to assist with expenses. The SFUFA Executive is recommending the following:

MOTION:

That notwithstanding Article IX (2) of the By-Laws of the Faculty Association of Simon Fraser University, the SFUFA Executive be authorized to apply for, and if approved, make use of, a credit card in the name of the Association, that this credit card have a limit of no more than \$15,000 and that the authorized holders of the card be the Executive Director (Brian Green) and the Executive Assistant (Melanie Lam). The Executive shall have the authority to amend the names of authorized users as necessary and appropriate. **Monthly balances are to be paid off in full and no interest charges incurred.**

MOVED: Russell Day/Hilmar Pabel

Carried.

The amended motion was carried unanimously.

8. **Living Wage Campaign**

- The campaign is asking SFU to pass a Living Wage Policy that would ensure that everyone working at SFU gets paid enough to live on. In metro Vancouver this has been calculated to be 19.62 per hour. The lowest wage paid on campus is approximately \$11.00 per hour for "Best" cleaning staff. A Policy at SFU would demonstrate that the University not only speaks of building an ethical society but is also truly committed to acting on the promise.
- In May 2013 the BOG voted against adopting a Living Wage Policy. In an attempt to persuade the SFU Administration to re examine the issue, the working group is seeking broad support from the SFU community and is asking that SFUFA endorse the campaign.

MOTION:

That the General Meeting of SFUFA adopt the following statement:

That SFUFA endorse the principle that everyone who works at SFU should be paid a living wage – a wage that provides workers and their families with the basic necessities for health and well-being. We urge Senior Administration and the Board of Governors to similarly endorse the principle of a living wage and therefore undertake an open and comprehensive study of all low wage work on campus, and the feasibility of SFU becoming a living wage employer, as defined by the criteria set by the BC Living Wage for Families campaign. The parameters of the study and its recommendations should be developed in close collaboration with the SFU Living Wage campaign and the University community more broadly. This study should result in policy changes that address low wage work.

MOVED: Michael T. Schmitt/M. Griffin Cohen

Carried.

9. Kinder Morgan Pipeline**MOTION:**

In common with the City of Burnaby and many citizen groups, SFUFA expresses its opposition to the proposed TransMountain pipeline that Kinder-Morgan wants to build through Burnaby, whether as a new route and/or an expansion of existing routes. It is a project that carries few benefits and many environmental risks for the city, and also is integral to the Alberta tar sands project that would add further to global climate change.

Furthermore, this meeting mandates the Executive to release this statement to the City of Burnaby and the local news media at the earliest opportunity.

MOVED: R. Hackett/H. Pabel

Not carried.

The following amended motion was passed:

MOTION:

That the General Meeting of SFUFA affirms its support for the communication rights of everyone, and opposes any misuse of legal processes to intimidate or silence any member of SFU or other communities from engaging in lawful commentary on public issues.

MOVED: M. Griffin Cohen/T. Takaro

Carried.

10. Fossil Fuel Divestment

MOTION:

That the General Meeting of SFUFA adopt the following statement:

That SFUFA recognizes along with the International Energy Agency that most fossil fuel reserves need to be left in the ground if we are to avoid catastrophic climate change associated with a greater than 2 degree Celsius rise in average global temperature over the next century. Given that the Board of Governors "must, when investing... make investments that a prudent person would make" (Section 57 of the University Act), we call upon the Board of Governors to make the prudent choice and begin a process of divesting from the fossil fuel industry, and increasing investments in renewable energy."

MOVED: T. Takaro/S. Collis

Not Carried.

Amended MOTION:

That the General Meeting of SFUFA adopt the following statement:

That SFUFA recognizes along with the International Energy Agency that most fossil fuel reserves need to be left in the ground if we are to avoid catastrophic climate change associated with a greater than 2 degree Celsius rise in average global temperature over the next century. Given that the Board of Governors "must, when investing... make investments that a prudent person would make" (Section 57 of the University Act), we call upon the Board of Governors to make the prudent choice and begin a process of divesting from the fossil fuel industry.

MOVED: M. Griffin Cohen/J. Calvert
(4 abstentions; 1 opposed)

Carried

11. Other Business - none to report.

12. Adjournment - The general meeting was adjourned at 1:35 pm

MOVED by J. Christians/R. Day

Carried.