

**MINUTES**  
**SFUFA SUMMER GENERAL MEETING**  
**Wednesday July 30, 2014**  
**10:30 – 12:30**  
**Burnaby: Irmacs ASB 10900**  
**(Via videoconference) - Surrey: 3040 - Vancouver: HC 3100**

55 members were present (7 in Vancouver; 3 in Surrey; 45 in Burnaby)

1. Approval of the agenda.  
Approved as circulated.  
**MOVED by C. Graebner/J. Christians** **Carried.**
  
2. Approval of the minutes April 10 Spring GM.  
Approved as circulated.  
**MOVED by H. Hendrigan/M. Taboada** **Carried.**
  
3. Business Arising.  
There was no business arising from the minutes.
  
4. Presidents Report – N. Abramson.
  - Neil thanked outgoing members of the Executive Committee, Maureen Fizzell, Natalia Gadjamashko and Maite Taboada for their hard work and dedication to SFUFA this past year and welcomed new members Rochelle Tucker and Carolyn Lesjak and noted that Julian Christians would be serving as President in 2014/2015.
  
  - At the 2013 summer general meeting SFUFA members passed a resolution asking SFUFA to explore the question of unionization. This past May, 74% of SFUFA members voted to unionize under the BC Labour Code. 800 members participated in the vote and a clear majority voted in favour of unionization. SFUFA is working on its first collective agreement, which may take 18 – 20 months to finalize and the Administration has agreed to roll over the existing terms and conditions of the framework agreement until a new one is hammered out. Neil noted that SFUFA has a positive relationship with the Administration and hopes that the Association can continue to build on that relationship.
  
  - SFUFA hosted a lunch for members 55+ on the Friday preceding the May long weekend and 35 out of 40 registered members attended. A retirement survey was passed around and preliminary results suggest that most members plan on retiring between the ages of 65-68 although the average retirement age in Canada is between 62-63. Most members noted they are worried about their financial future and plan to retire later for financial reasons. There are other

questions on the survey related to modified contracts, moving to part time status and questions related to age discrimination. The survey was circulated to the entire membership and will be kept open until September and a final report will be circulated to members sometime this fall. Many members expressed concerns about retirement and that the current pension plan may be inadequate. SFUFA is currently exploring various options and looking to see if the current defined contribution plan could be improved upon. Today the reps from the College Pension Plan will be giving a presentation to members and the session will be videotaped and archived for future viewing. It was noted that all the teaching Universities in BC and Royal Roads University are with the College Pension Plan, which is a defined benefit plan. Neil pointed out that ultimately, members would have to vote on moving to a different pension plan.

- The Executive will be continuing the members outreach program this year and plans are underway to host a variety of social events and get together's for members including coffee klatches, pub nights and socials at all 3 campus locations. The purpose is to facilitate discussion among members on a variety of topics such as collective bargaining, equity and pensions and all members are encouraged to stay engaged and bring forward issues of concern to the Executive Committee.
- SFUFA is committed to completing the process for the salary equity study. The committee comprised of faculty reps and reps from the Administration reported in the spring that committee terms of reference were set and they were in stage 1 of the process, which was data gathering. It was noted that the Administration is cooperative and working well with the committee. Neil noted that there was no further update from the committee.

5. Living Wage Campaign update - Guest speakers Shahaa Kakar (SFPIRG) and Michael Schmitt (Psychology)

- The SFU Living Wage campaign is calling for SFU to pass a Living Wage Policy that would ensure that everyone working in SFU gets paid enough to live on. A Living Wage 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 of being an engaged University.
- The Board of Governors briefly considered the initiative some time ago but ultimately said no and there was no community consultation on the issue. SFU is willing to re consider the initiative only if there is broad support and consensus from staff and faculty. About 20 departments have publicly endorsed their support and 700 signatures have been collected to date. SFUFA and its members

are being urged to endorse the campaign and noted that a motion would be brought forward at a future GM for approval.

- Research conducted by the Campaign indicates that a vast majority of workers at SFU (73%) earned less than a living wage, 57% reported having to work extra unpaid overtime hours – in some cases over 12 hours per week, and only half respondents surveyed noted they get benefits as a part of employment. 39% of respondents incurred out of pocket expenses as a result of employment. Groups such as research assistants, childcare workers, food service workers and cleaning staff at SFU earn roughly \$17.25 per hour, which is not considered a living wage.
- N. Abramson urged members to sign the petition and noted that more information about the campaign is available at [livingwagesfu.wordpress.com](http://livingwagesfu.wordpress.com).

6. Special Presentation – BC College Pension Plan.

- The slides and videotape from this session is available for viewing on the SFUFA website ([sfufa.ca](http://sfufa.ca)).

7. Other Business

- H. Pabel thanked Neil Abramson for his leadership and for fostering & strengthening faculty collegiality this past year.
- **Motion:**  
That the SFUFA membership congratulate outgoing President Neil Abramson for his leadership and hard work on membership engagement this past year.  
**MOVED:** H. Pabel/J. Christians **Carried.**

8. Adjournment.

The GM was adjourned at 1:00 pm

**MOVED** by R. Day/C. Pavsek

**Carried.**