

MINUTES
SFUFA SUMMER GENERAL MEETING
Wednesday July 29, 2015
2:00 – 4:00 pm
Burnaby: Irmacs ASB 10900
(Via videoconference) - Surrey: 2746 - Vancouver: HC 3100

33 members were present (1 in Vancouver; 1 in Surrey; 31 in Burnaby)

1. Approval of the agenda.

Approved with one amendment - #5 gender equity report moved down to #6.

MOVED by K. Pendakur/J. Christians

Carried.

2. Approval of the minutes

a) 2015 Spring GM April, 21

Approved as circulated.

MOVED by N. Abramson/H. Pabel

Carried

with two abstentions.

b) 2014 Fall GM November 13

- The Fall GM minutes were tabled to the Summer GM pending verification of the wording for the Kinder Morgan Pipeline motion – agenda item #9. The amended motion is as follows and the membership voted to adopt the amended 2014 Fall GM minutes.

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 and public health 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 by N. Gajdamaschko/ N. Abramson

Carried

with 3 abstentions.

3. Business Arising.

Further to the above motion, SFUFA was asked if it would publicize its stand on the Kinder Morgan Pipeline and J. Christians noted he would discuss this with the Executive and report back to the membership.

4. **Presidents Report** – J. Christians.

- Julian welcomed everyone and noted that a members' social will take place in the Irmacs atrium following the general meeting.
- Electronic pension vote: In June SFUFA put the question to members whether they would favour the bargaining team negotiating with SFU administration to achieve a move to the defined benefit BC college pension plan. There were 401 votes cast, which is about 40% of the membership, 77% were in favour and 23% were not in favour. What this means is that the SFUFA bargaining team would formally include a proposal to offer access to the BC College Plan as part of this round of collective agreement negotiations.
- CUFA BC: SFU graduate Haida Antolick has been hired as CUFA BC's new Resource Coordinator effective July 29, 2015.
- Julian thanked outgoing Executive members Holly Hendrigan, David Broun and Carl Schwarz for their hard work and dedication this past year and noted that David and Carl would both be continuing their work on SFUFA's negotiating team. Dan Laitsch was elected as President Elect and Neil Abramson was re-elected as President for the 2015-2016 term. There was a round of applause for outgoing President Julian Christians and Neil thanked him for his leadership and hard work on the pension issue this past year.
- Thank you to Anke Kessler and Krishna Pendakur for their excellent work on the gender equity report.

5. **Collective bargaining update** – Carla Graebner

- SFUFA and the Administration have been meeting on a regular basis from January until June and bargaining is proceeding in a constructive and amicable manner. SFUFA has signed off on some policy agreements and are reviewing clauses. Salaries and benefits will be tackled at a future date after the "easier/softer" issues are dealt with. Starting in September, the teams will be meeting weekly.
- UVic has signed off on their agreement and negotiations continue at UBC and UNBC.

6. **Gender equity salary report** – K. Pendakur

- Equity study: A joint University/SFUFA working group was established to determine if gender based inequities are present at SFU, how its evolved over time and to obtain the necessary data to undertake the study. The Administration provided the data (from 2004 – 2013), the report was written by Krishna Pendakur and Anke Kessler from the department of Economics and the report was submitted to an external referee for approval.

- Some of the findings are as follows and the full report can be viewed on the SFUFA website.
 - ❖ Female faculty members are paid less than their male colleagues at SFU, which is similar to the studies conducted at UBC and UVIC.
 - ❖ The disparity is not driven by gender gaps in base salary or in Retention awards but rather by gender gaps in off scale amounts, notably Market Differentials. Women are less likely to be found in departments that intensively use supplements to base salary.
 - ❖ There is no evidence of gender disparity among teaching faculty.
 - ❖ Male and female faculty who take parental and medical leave, have a lower promotion rate to Associate and Full Professor.
 - ❖ There is no strong evidence that female faculty face lower promotion rates than men do, either to Full Professor or to Associate but women are more intensive users of both types of leave.
 - ❖ Almost all of the gender salary gap observed in 2013 can be attributed to gender disparity in starting salaries. Gender differences in starting salaries are small or zero in lower-salary departments and large in higher-salary departments.
 - ❖ The findings at SFU are similar to that seen at other Canadian universities.

- Krishna noted that an open meeting would be held in the fall where the results of the report will be presented to members and members would have an opportunity to comment and ask questions. In addition, a new salary equity implementation group will be formed to review the report, review how other universities address salary inequities and to propose solutions to the VPA for removing the inequities.

7. **Adjournment.**

There was no other business and the GM was adjourned at 3.20 pm

MOVED by C. Graebner/H. Pabel

Carried.