

Draft MINUTES
SFUFA SPRING GENERAL MEETING

Wednesday April 27, 2016

1.30 – 3.30 pm

Burnaby: Halpern 126

(Via videoconference) - Surrey: 2735 - Vancouver: HC 2200

25 members were present (3 in Vancouver; 4 in Surrey) and quorum was achieved.

1. Approval of the agenda.

MOVED by K. Beck/H. Hendrigan

Carried.

2. Approval of the minutes of the 2015 Fall GM.

MOVED by J. Rowe/S. Bisgrove

Carried.

3. Business Arising.

There was no business arising from the minutes.

4. **Presidents Report** – N. Abramson

- SFUFA is busy negotiating its first contract post unionization. These past few months, the bargaining team spent working on language and soon they will be discussing monetary issues and other proposals.
- In October last year, a group of faculty members struck an equity committee to address areas of systemic inequity within the University system, not limited to gender inequity. Ronda Arab, who is also on the SFUFA executive, has been elected Chair of the equity committee.
- SFUFA is working with First Nations faculty at SFU to draft a Policy on how to support them in such matters as tenure standards, in-class supports, mentoring, service expectations, teaching evaluation standards and recommendations to improve the quality of their work-life on campus. Neil noted that SFU already has a comprehensive strategic plan in place for Aboriginal faculty and SFUFA's Policy will support this and also aim to remain true to the recommendations of the Truth and Reconciliation Commission of Canada.
- SFU is seeking accreditation through the NWCCU (Northwest Commission on Colleges and Universities) and the evaluation committee was here in April and met with reps from the SFUFA executive. Faculty members have often been concerned that this process would have a negative impact on faculty workload because of its tie to educational goals. However, following the meeting, the executive felt that many of its concerns were addressed.

- SFUFA is proposing to develop a joint proposal with the Administration on collegial service. There is concern with slipping membership in the Faculty College and delays in organizing Faculty Review Committees and this has a real impact on members whose biennial reviews have been delayed. SFUFA would like the Administration to explore ways to provide greater levels of recognition for those involved in doing service work for the University.
- There was a recommendation from a SFUFA member in the audience regarding the Leap Manifesto introduced at the NDP convention last year. She noted that the issues outlined in the Leap Manifesto, appear to be similar to issues that SFUFA is grappling with, such as equal rights for Indigenous Peoples, affordable public transit, moving away from the use of fossil fuels etc.. After some discussion, the following motion was voted on:

MOTION

That the SFUFA executive investigate the Leap Manifesto and decide whether this initiative could be brought forward to the SFUFA membership for a vote at the fall general meeting.

MOVED: M. Taboada/ J. Spear

Carried.

5. Equity Committee Report – R. Arab (Chair, SFUFA Equity Committee)

- The newly formed ad hoc equity committee has 12 members and consists of representatives from a broad spectrum at SFU, including Applied Sciences, FASS, Health Sciences, Business, Sciences, FCAT, Library and Archives, Academic Women and the SFUFA executive.
- The committee will be promoting awareness of equity issues and will be consulting with other Canadian universities on various issues. The plan is to meet once per semester and to identify priorities on an annual basis. Terms of reference have been established and the committee will be reporting to the SFUFA executive on an annual basis.
- The main task of the committee so far has been to work with the Administration on responding to the Gender Disparity in Faculty Salaries report, which was published last year. As a follow up to this, a salary equity recommendation committee has been established with 4 reps each from SFUFA and the Administration. The goal of this new committee is to recommend short and long term steps to address the inequities, to recommend mechanisms to prevent further inequities and to establish a process to monitor future inequities. The committee is tasked with delivering recommendations by this summer. Once recommendations are made, SFUFA will be sit down with the Administration to

review and negotiate how those recommendations are carried out and which changes need to be implemented. Gord Myers, Associate VP Academic, who is co-chair of the committee, is seeking input from SFUFA members regarding the Gender Disparity in Faculty Salaries report via an online survey and Ronda urged members to participate in the survey. The report on gender disparity salaries is available on the SFUFA website.

- The SFUFA Equity Committee has also provided feedback on the terms of reference for the salary equity recommendation committee, SFUFA's salary proposal and will be consulting with the Administration to develop a stand-alone sexual violence policy at SFU in the coming months.
- A blog was created in March and the committee is seeking blog posts from faculty about their stories about inequity or comments on the Gender Disparity Report.

6. **Bargaining update** – Brian Green (SFUFA Executive Director)

- Negotiations are nearing the end and the process has been open and collaborative so far but is not complete as yet. All policy and language related issues are complete and the committee is now talking about monetary issues. Brian noted that this is the first collective agreement post unionization. Our last agreement expired in 2014 and this time around, SFUFA is negotiating everything – salaries and policies.
- SFUFA handed in their monetary proposal two weeks ago and are waiting to hear back from the Administration. The provincial government has had a wage restraint program for the public sector and has tried to impose a 5-year contract and a total compensation increase of not more than 5.5%. In addition to this, SFUFA is proposing changes to the step system, study leave system, the current pension plan, salary inequities, a new rank for Librarians and Teaching Appointments, changes to the language for criteria for tenure and promotion. SFUFA remains optimistic and positive that it will achieve a fair collective agreement very soon.

7. Other business - none

Adjourned at 2.45 pm

MOVED by N. Abramson/H. Hendrigan

Carried.