

MINUTES
SFUFA SUMMER GENERAL MEETING
Tuesday, June 28, 2016
12:30 – 2:30 pm
Burnaby: Irmacs ASB 10900
(Via videoconference) - Surrey: 3595 - Vancouver: HC 2250

66 members were present (9 in Vancouver; 6 in Surrey; 51 in Burnaby)

1. Approval of the agenda.

Approved as circulated.

MOVED by J. Christians/C. Graebner

Carried.

2. Approval of the minutes 2016 Spring GM.

Approved as circulated.

MOVED by G. Chapman/J.Rowe

Carried.

3. Business Arising.

There was no business arising from the minutes.

4. Presidents Report – N. Abramson.

- Neil noted that after two years of negotiations, a tentative Agreement has been reached between SFU and SFUFA and the SFUFA executive committee approved it yesterday. It was noted that the Agreement was achieved through a relatively collegial and respectful process with the Administration. The priority in this round of bargaining was to develop an improved salary system to provide more flexibility and an additional boost to lower salaries, to work on a better faculty pension plan, to establish greater consistency in employment rights across all job categories and to protect the key protocols regarding academic freedom and intellectual property. Members will be asked to ratify the new collective agreement by electronic vote sometime in July.
- Gender Pay Equity: SFUFA and the Administration have worked together for the past couple of years to examine gender based salary inequities. A first joint committee reported on the nature and extent of gender- based salary inequities at SFU. The second joint committee, the Salary Equity Recommendations Committee made up of reps from SFUFA and the Administration, is tasked with preparing a report that will address mechanisms for preventing future inequities, methods of dealing with current inequities and establishing a process to monitor salary inequities on a continuing basis. The committee is hoping to complete their report by the end of the summer.
- SFUFA is working with members from the Office for Aboriginal Peoples, First Nations Studies and the Office of Indigenous Education to establish a SFUFA

Policy/Initiative by which the Association could support its Aboriginal members in making SFU a more Aboriginal friendly working environment. The Policy would offer recommendations on recruitment practices, tenure standards, mentoring, service expectations, Elders as faculty, teaching evaluation standards, dealing with the media and support for on-campus language revitalization programs. Neil noted that while SFU has an Aboriginal Strategic Plan, it focuses primarily on Aboriginal students and research and teaching. The SFUFA Aboriginal initiative will focus on improving conditions for Aboriginal faculty at SFU. The group is hoping to come up with a final document by the fall of 2016.

- The Vancouver Sun recently reported that there has been an escalation of sexual violence incidents between last fall and the spring of this year. Many faculty members at SFU are concerned about this and are wondering about SFU's response to incidents of sexual violence and misconduct on campus. In May of this year, legislation was introduced that require BC universities to have sexual assault policies in place. SFUFA will be working with members from the Administration and from Academic women to help draft a Sexual Violence and Misconduct Policy for SFU. A Policy Working Group and an Advisory Group are being created and will be seeking input from students, staff and faculty over the next few months.

5. **Collective Bargaining** – C. Schwarz

Carl noted that a tentative deal has been reached and gave the following summary. He thanked members of the bargaining team, namely, David Broun, Brian Green, Carla Graebner, Carolyn Lesjak and Jennifer Scott for their efforts and hard work. An extra thank you goes out to Brian Green for his work on the policies.

- Regarding salaries and economic benefits, the general wage increase for members is 5.5% over 5 years and that is consistent with the pattern in the sector. 1% retroactive to July 1, 2015; .5% July 1, 2016; 1.5% July 1, 2017; 15% July 1, 2018 and 1% June 30, 2019.
- The provincial government has funded an economic stability dividend (ESD), which is paid if certain targets are met. One additional ESF of .45% has been achieved retroactive to May 1, 2016.
- Salary scales have been substantially re-worked and will take effect on September 2, 2016. Steps will now be funded at 2.3% salary mass in 2017, 2.4% in 2018 and 2.5% in 2019. The value of each step will vary depending on the number of eligible members.
- New minimum salaries for all ranks.
- Substantial improvement to the step awards system.
- Additional increases for those on scale - a one-time fund of \$1.25 million has been established to raise base salaries of those who never received a market differential or retention award. These increases will raise base salaries for these

members by an estimated \$2300-\$2500 per person and will occur on July 1, 2017.

- Special monetary award for those at ceilings. (\$2500 one-time payment).
- There are limits on the amount that can be spent on new market differentials and new renewed retention awards and processes for oversight and transparency.
- Librarians and Archivists who operate on a non merit system will now earn 1.25 steps per year instead of 1.0 steps.
- Benefits: There are minor improvements to the coverage for dental implants, crowns and inoculations and an expanded choice in eligible counseling services. These changes will be effective January 1, 2017. There is no change to post retirement benefits; Study Leave – eligibility will be based on years of service alone. Compassionate Care Leave – will be expanded as per the legislation introduced by the Federal Government. Sick Leave – extension of benefits to those who are unable to work full time but can work half time and a committee to explore long-term partial disability benefits.
- The Administration and SFUFA have agreed to develop an improved pension system for SFUFA members and hope to have that in place by July 2017.
- There are two new ranks – University Lecturer and a new rank for Librarian/Archivist. The Teaching Professor rank no longer exists but those who applied will be grand-parented at that title.
- Tenure and Promotion: TARC has been abolished effective September 1, 2017. Teaching Faculty can now serve on TPC (Department has to ratify) and the TPC will evaluate all members up for review. The Faculty Review Committee has been restructured to include one Dean. There is a change in referee selections – equal numbers to be chosen by member and TPC. Deans to review salaries in light of equity concerns at time of promotion and recommend any necessary adjustments.
- Workload: No changes, but the criteria has been expanded when assigning workload within a department.
- Academic Freedom language remains as is, with the addition of language specific to Librarians and Archivists.
- Carl noted that a larger more detailed document would be circulated to members soon with a complete copy of the new collective agreement. There will be additional member information sessions at all three campuses before the ratification vote is conducted.

6. Other Business

- Neil Abramson noted that Carl Schwarz, who has been chief negotiator for SFUFA for the past few years, is retiring from this position. On behalf of SFUFA, Neil thanked Carl for his commitment and long-term contributions to the Association and presented him with a gift. David Broun from Physics will be taking over as chief negotiator for SFUFA. Neil Abramson, who has served as

- SFUFA TPC advisor for several years is also retiring from his position next year and the new TPC advisor for SFUFA is Jeff McGuirk from Physics.
- If anyone has questions about the new collective agreement, please email Brian Green or Carl Schwarz directly. An electronic ratification vote will be set up by the end of July.
 - B. Hackett: Regarding the Kinder Morgan pipeline, more public consultations are being planned in the following months and Bob asked if SFUFA would be mobilizing and informing its members about these meetings. Neil noted that SFUFA would be doing this and requested that Bob advise the Association ahead of time about these dates.

7. **Adjournment.**

The GM was adjourned at 2.02 pm.