

Held Thursday, June 14, 2018  
Library: Wosk Seminar Room 7100  
9:30 - 12:00 noon

**In attendance:**

Russell Day (Psychology)  
Genevieve Fuji Johnson (Political Science)  
Dan Laitsch (Education)  
Steeve Mongrain (Economics)  
Michael Sjoerdsma (Chair, Engineering Science)  
Alexandra Wieland (Archives)  
Brian Green (Executive Director)  
Melanie Lam (Recorder)  
Jennifer Scott (Member Services)

**Regrets:**

Ronda Arab (English)  
Krishna Pendakur (Economics)  
Rochelle Tucker (Health Sciences)  
Kumari Beck (Education)  
Sherryl Bisgrove (Biology)

**1) Approval of Agenda**

Approved as circulated.

Moved: Steeve Mongrain/Genevieve Fuji Johnson

Carried.

**2) Approval of May 17<sup>th</sup> Minutes**

Tabled to next meeting.

**3) Business Arising**

- None to report.

**4) Presidents report – Mike Sjoerdsma**

- Jennifer Scott (Member Services) and Mike Sjoerdsma met with Teaching Professors and the VPA and VPR to discuss some of the issues affecting their rank.
- In preparation for contract negotiations, SFUFA has scheduled a lunch meeting with Practitioner Faculty (Clinical Professors and Professors of Professional Practice) on June 26th.
- Mike gave an update on the CAUBO (Canadian Association of University Business Officers) conference that he and Brian attended last week. Some of the speakers included Andrew Petter and David Suzuki.

**5) Treasurer's year to date report**

- We are about 66% of the way through the budget; dues income is at 82% and slightly higher than forecasted due to the various salary increases processed this past year. Conference expenses are higher than budgeted due to additional conferences such as the Faculty Women of Colour Conference and the CAUBO conference that executive members attended. Mike noted that if these were useful conferences that exec members would like to repeat

next year, the extra expense could be built into the budget if necessary.

- Defense Fund: In discussions with representatives from CAUT, it was recommended that SFUFA join in September 2018. Mike noted he would submit an application sometime in August and that the membership dues would be prorated for this year.
- Member events: This line item is under budget but SFUFA is planning to ramp up events in September with pension info sessions and bargaining info sessions.
- There was a discussion on the structure of membership dues and the following was noted: The current dues rate is .00685 of the average salary per rank. The average dues rate for faculty associations in the country is roughly 2%. It was noted that those on post retirement contracts do pay dues.

#### **6) Executive Director report**

- Brian welcomed Jennifer Scott who is back to work following maternity leave and gave an update on the CAUBO conference he attended last week.
- The BCGEU is one of the first public sector unions to reach a tentative agreement with the Provincial Government at 2% per year over 3 years, which sets the tone for all other public unions across BC who are going into contract negotiations.
- University Lecturers: This is the first year of promotion to this rank and it was noted that TPC's have experienced some problems interpreting the language of the agreement. Although TPC's have not yet issued their decision letters, SFUFA is keeping close tabs on the issue. If any exec members know or hear of anything related to this, please refer members to the SFUFA office.

#### **7) Appointment of bargaining team**

SFUFA has identified a good group of individuals from different areas of focus, different ranks, who can work together cooperatively with the senior administration. It was noted that Jennifer Scott, Member Services Officer and Brian Green, Executive Director will be ex officio members on the bargaining team.

#### **Motion:**

That SFUFA move forward to appoint Krishna Pendakur (Economics), Carla Graebner (Library), Kumari Beck (Education), Natalia Gadjamaschko (Education) and David Broun (Physics) to the SFUFA bargaining team for the Collective Agreement effective July 2019.

Moved: Russell Day/Genevieve Fuji Johnson

Passed Unanimously.

### **8) TSSU/Sessional/SFUFA Lecturer issue**

- Language in the TSSU's agreement that allowed sessional Instructors to convert to SFUFA limited term Lecturers was in violation of certain articles in SFUFA's collective agreement. SFUFA has been in discussions with TSSU and HR and have come up with a possible solution. The new proposal recognizes that if a long term sessional obtains a lectureship in SFUFA, it would be for a limited term only and for a maximum of two years. If the limited term position continues for more than one year whether as a single or extended appointment, the TSSU member will have to go through an evaluation by the departmental TPC. It would also allow Lecturers in the SFUFA bargaining unit to obtain sessional work in the TSSU. It was noted that the proposal is being reviewed by Human Resources and Faculty Relations.

### **9) Salary Anomaly Committee**

Further to the recommendations made by the Salary Equity Recommendation Committee, that the existing anomaly review process be revised, the Equity Committee had drafted a proposal in March on how SFUFA and the Administration can collaborate to move this initiative forward. The VPA has now come up with their own proposal on a new Salary Anomaly Process, which recommends that this issue be dealt with via collective bargaining. It also proposes the creation of a joint committee with reps from the VPA and SFUFA, to establish best practices, themes, to look at what other universities are doing and to come up with a joint summary. After much discussion, the executive voted on the following motion.

#### **Motion:**

That SFUFA accept the salary anomaly review process as proposed by the Office of the Vice President, Academic. Once the committee members are appointed, that SFUFA circulate an electronic ballot to the SFUFA executive for voting.

Moved: Russell Day/Dan Laitsch

Passed Unanimously.

### **10) Letter from Equity Committee – tabled to next meeting.**

### **11) Pension plan discussion**

- Pension Report from the Joint Pension Committee: Brian and Jennifer are working on creating a "summary" for members in the next couple of weeks.
- It was noted that pension education for members will be ramped up in the Fall and that David Broun, Barbara Sanders and Julian Christians will be playing be taking the lead in pension education for members.

## **12) Items for Consultation – June 21st**

- I. Email transition – SFUFA would like to revisit this issue to raise a few particular issues, notably the search function and the way contacts are handled on the email system and mobile devices. Thought we understand the recent increase in spam is unrelated to the transition, we would also like to hear what is being done to address what has become a serious problem.
- II. Parking and transportation – SFUFA recognizes that a good deal of work has been done in this area but would like to hear about planning for the fall semester, which always sees a spike in problems. We would also like to discuss other transportation related matters, such as car share options, any transit updates, handicap parking during convocation and issues related to travel between campuses, and safety concerns with bike lanes.
- III. SFUFA was pleased to see the announcement regarding the refugee-related research grants. We want to express our appreciation for this initiative and would be interested to hear more about the work of the Refugee and Newcomer Advisory Committee and the Refugee Working Group.
- IV. We would like to invite Elizabeth Elle to an early Fall consult and to hear about her vision for Learning and Teaching initiatives.
- V. SFUFA would like to thank the senior admin team and Faculty Relations for all the work facilitating the EDI and helping that process to function smoothly and productively. The commitment and effort so many have put in is much appreciated.

## **8) Other business**

- The Equity, Diversity and Inclusion advisory group are working well together and are in the process of drafting a faculty survey.

## **9) Adjournment** - The meeting adjourned at 11:56 am.