

Minutes of the SFUFA Executive Meeting

Held Thursday, October 11, 2018

Halpern 114

9:30 - 12:00 noon

In attendance:

Ronda Arab (English)
Kumari Beck (Education)
Sherryl Bisgrove (Biology)
Russell Day (Psychology)
Genevieve Fuji Johnson (Political Science)
Dan Laitsch – (Education)
Michael Sjoerdsma (Chair, Engineering Science)
Alexandra Wieland (Archives)
Brian Green (Executive Director)
Melanie Lam (Recorder)
Jennifer Scott (Member Services)

Regrets:

Steeve Mongrain (Economics)
Janice Regan (Computing Science)

1) Agenda – Add to agenda the following: discussion of pension vote, in-camera discussion on post docs, research assistants and research associates and move MSO report to the end of the agenda.

Approved with amendments.

Moved: Russell Day/Alexandra Wieland

Carried.

2) Approval of September 20th minutes.

Approved with one amendment under “other business”.

Moved: Russell Day/ Genevieve Fuji Johnson

Carried.

3) Business Arising – none to report.

4) Presidents report – Mike Sjoerdsma

- Pension Plan info sessions have taken place in Burnaby and Surrey and two socials one in Vancouver and in Surrey following the info session. All these were well attended. The next scheduled info session will take place in Burnaby on Tuesday October 16th and one has been scheduled at Harbour Center in Vancouver on October 23rd.
- Mike attended the University budget consultation meeting and noted the following: The university is proceeding with the Residences/Housing construction project which will be funded from capital projects, MSP premiums are being eliminated but an EHT (Employer

Health Tax) will be implemented and the university may get a one-year grace period not to pay the EHT. Though there is some discussion that universities will be exempt from EHT on an ongoing basis. It was also noted that student tuition fees (domestic and international) are increasing.

- Pension vote: The executive discussed when to hold the vote, how to hold the vote, the timeline and the electoral threshold. It was recommended that the vote be held by an electronic ballot delivered to members SFU email addresses, that it be announced around October 23rd, with 2 weeks' notice being given to members prior to the vote and allowing 2 weeks for voting with a closing date around November 22nd, preferably before the GM on November 28th.
- It was recommended that SFUFA work on providing some sample scenarios for members to review, based on various annual salary amounts and Brian noted he would convey this to Julian and David. The executive noted that it would hold additional information sessions during the vote, if needed.
- There was considerable discussion about the electoral threshold to use for the pension vote and the executive discussed the pros and cons of various thresholds including a 2/3 majority (pro or con), 60% majority, a simple majority vote of 50% plus one, which has been used previously by SFUFA for the certification/unionization vote. The executive also noted that since they are Directors elected by the membership to manage SFUFA matters with due diligence for the good of the majority, they are not obligated legally to put the question to the members whether or not to proceed with the BCCP, but will opt to move forward with a vote. The threshold issue will be discussed further at the next meeting on October 18th.

Motion:

That Brian Green, Genevieve Fuji Johnson and Mike Sjoerdsma draft a preamble to the email to be sent to members regarding the pension vote, based on a voting threshold model of a simple majority of 50% plus 1 and distribute it to the SFUFA executive before the next meeting on October 18th.

Moved: Russ Day/Kumari Beck

Carried Unanimously.

5) Executive Director report

- There are ongoing issues with the calculation of credits towards study leave – the transition from a credit system to an annual system is still causing issues in some faculties.
- The Limited term Lecturer/Sessionals issue is still not resolved and HR is still working on a proposal.
- Bargaining for the next collective agreement – the timeline has been set. Bargaining will go from mid-March to August 2019. The bargaining team is hoping to meet over the reading

work in February to work on some “housekeeping items”.

- A recent advocacy case tested the new Sexual Violence Policy and Brian noted that it has been successfully resolved.
- Two more pension plan information sessions remain, one in Burnaby on October 16th and one in Vancouver on October 23rd. The social events were well attended.
- Jennifer and Mike will be at the Western Regional conference in Athabasca next Thursday.

Motion: That the SFUFA executive committee move *in camera* at 10:02 am

Moved: Russell Day/Dan Laitsch

Carried.

Motion: That the SFUFA executive committee move out of *in camera* at 10:16 am.

Moved: Russell Day/Genevieve Fuji Johnson

Carried.

6. Committee reports

- Parking: Dan Laitsch has volunteered to sit on the parking subcommittee with Kumari Beck. A comparison study was done for the North Lot during the 3rd week of classes in September, which yielded good results. There has been a 100% reduction of daily permits from 400 – 200 when compared to last year, parking tickets have tripled, the overall number of student permits in this lot decreased to 500. There is a gravel parking lot near the student residence with 300 spots and only 100 are being used and the cost is \$6.50/day. This needs to be publicized more to the community. The sub-committee is also proposing a shuttle service to take people back and forth to far away parking lots. The West Mall complex is still experiencing issues. The committee is also working on providing adequate spaces for faculty commuting from Surrey campus to Burnaby to teach and they are looking into providing a special evening parking rate for grad students.
- Community Engagement: Dan gave an update on the Senate meeting and the BOG meeting which was held in Surrey. The Code of Academic Integrity and Good Conduct (Policy S10.01) is being revised and split into two separate Policies and the new draft was brought to the Senate for approval. The asbestos incident which SFUFA raised at the last consult meeting was also discussed. At the BOG, the 2018/2019 Quarter 1 Budget to Actual Variance Report and Forecast was presented and the Administration noted they were happy to report a surplus to date.
- Equity: The Equity committee is having elections this month and a number of positions are available. The committee is trying to schedule a retreat before the end of this year.
- Equity, Inclusion, Diversity: The committee is moving into a phase where a lot of work is being done and Genevieve noted she is still working on the data collection piece and looking at other university models. The experience survey is in draft form and will go to the advisory

committee for approval shortly. The census survey and the experience survey will be forwarded to the SFUFA Equity committee for feedback. It was noted that a broad community consultation process will take place once all these pieces are completed.

7. Approval of the 2018/2019 SFUFA budget.

- Mike noted that dues income has been increased by 2.5 % to reflect faculty salary increases that will take effect in July and September 2019.
- A new bargaining committee line item has been created this year to cover expenses plus \$10,000 will be put into a bargaining reserve to cover the cost of teaching releases for bargaining committee members, for up to a total of \$30,000.
- The conferences line item has been increased by \$5000 to allow for extra conferences this year, such as the CAUT Aboriginal Staff conference and the CAUT Harry Crowe conference which takes place every two years.
- Salaries and benefits have also been increased to reflect the GWI and step increases for staff in 2019.
- The defence fund has been set at \$72,000 which is based on 86.66 per member. Member numbers are expected to rise in January when the new defence fund billing cycle is renewed.
- Print/Duplicating was decreased from \$800 to \$500 to match last year's actuals.
- Member Events: The question was asked whether executive members felt it was worth it to continue to host the annual Winter Social for members in December. The executive discussed if it would be more valuable & appropriate to host the smaller pub nights at the different campus locations. It was noted that the Winter Social is normally the best attended SFUFA event and therefore it would be reasonable to continue to host the event. It was further noted that it is important to continue to host member social events, to build goodwill, strengthen community, to have face to face connections with members and it is also an opportunity to recruit volunteers for various SFUFA committees.

8) Items for Consultation – June 21st

- i. Office garbage collection and cleaning: we are noticing a reduction in services related to garbage collection, in addition to charges being made to academic units for cleaning. Our concerns are related to both a general reduction in services and an offloading to already-budget-tight academic units of maintenance costs that ought to be borne by the university centrally.
- ii. Library renovations and restructuring: we understand the library has been considering a reduction of up to 50 percent of its book collection. This is deeply concerning, and would have a devastating impact on what has always been a world class library. We would like to hear what is being considered and why.

- iii. SFUFA is concerned about the change in service model for AV services. While previously AV techs were proactively available for the first few classes, that is no longer the case. When problems arise, faculty must call a phone number that often is not answered, and it can be a difficult and lengthy process even to report dead batteries. We would like to hear about the change in model, and speak to our concerns.
- iv. SFUFA is interested in hearing from the VP Research about latest developments and priorities in her portfolio.
- v. Construction continues. We would like to hear what the construction priorities are over the next few years, as we begin to rebuild and expand following so many years of underfunding.

9) MSO report

- Jennifer gave an update on the equity committee, the employee council meeting and advocacy.

10) Other business – there was none.

11) Adjournment - The meeting adjourned at 12.06 pm.