MINUTES  
SFUFA FALL GENERAL MEETING  
Tuesday, November 26, 2019  
2:00 – 3:30 pm  
Burnaby: Big Data Hub Presentation Studio (ASB 10900) Via video conference in Surrey (Room 3040) and Vancouver (HC 2200)  

39 members were present (3 in Surrey; 2 in Vancouver; 34 in Burnaby)

1. Discussion on academic freedom: Momin Rahman, Canadian Association of University Teachers.

2. Approval of the agenda.  
   Approved with one amendment (items 6 & 7 moved up).  
   **MOVED by** Russell Day/Taco Niet  
   **Carried.**

   There was none to report.

4. 2019-2020 Budget review  
   • Dues income has increased by 3 – 5% based on annual salary increases for members.  
   • Special projects was increased from $3500 to $10,000 to cover expenses related to an office move and other planned projects for the SFUFA office.  
   • Donations has increased by $1000 to accommodate a donation to the UNBC strike fund.  
   • A new line item **Office Support** was created to fund the cost of a temp to cover a planned sick leave (SFUFA office staff).  
   • The bargaining committee reserve fund was increased from $30,000 to $45,000 for the current 3-year bargaining cycle ($15,000 per year). This covers teaching releases for bargaining committee members and other expenses associated with bargaining.

5. Equity Committee report – Sherryl Bisgrove  
   • Over the past year the committee has been working with Academic Women and the special EDI advisor to the Provost, to address issues around Equity, Diversity and Inclusion. A report has just been received from Kim Hart (Special Advisor) and the committee will be reviewing those details. The Equity portfolio is being transferred from the VPA to the VPR, which means that the EDI initiative will be spearheaded by Joy Johnson, VP Research, and the Equity committee is hoping to be actively involved with this initiative.
• The committee is also working to address workload issues at the university, particularly for faculty members in equity seeking groups.
• SFU and SFUFA have struck a joint committee to explore the salary anomaly review process and recommendations will be made soon.
• The Equity committee has representation on the SFUFA bargaining committee and will be working with that committee to see where EDI language can be strengthened in the collective agreement.
• On November 2nd, SFUFA and Academic Women sponsored a networking event for LGBTQ2s members, and the event was positive and well received.
• Elections for the Equity Committee will be held early in 2020 and Sherryl encouraged members to participate.

6. Bargaining committee update
• SFUFA has been bargaining with SFU since May of this year and excellent progress is being made. In this round of bargaining, roughly 2 dozen articles are open for negotiation and about 2/3 of those articles have been signed off. Articles that have not been finalized are the issues related to Librarian faculty, teaching faculty and Practitioner faculty, biennial review and study leave articles. Significant progress has been made on building EDI practices into the structure of TPC's and search committees, and with teaching evaluations. Salary and benefits will be the last item to be negotiated and David noted that salary increases will be backdated to the beginning of the new contract. The current contract expired at the end of June 2019 and remains in force until a new contract is achieved. The pension plan is also a key item in this round of bargaining, and the central issue is trying to find ways to fund the upfront costs of the transition from the current defined contribution plan, to the defined benefit College Pension Plan. Although pension plan negotiations are not formally written into this collective agreement, there is a clear understanding that the ratification of the collective agreement needs to take place with a commitment to transition to the College Pension Plan. This process is complex and time consuming and sometimes slow, and David thanked members for their patience.

6) Presidents Report
• A reminder that SFUFA is hosting a wine and cheese in the foyer of the Big Data Hub following the AGM today. The annual SFUFA winter social is scheduled on December 2nd at 4:30 at the DAC.
• SFUFA has been lobbying the university for a robust, well thought through EDI survey but SFU launched a survey this month titled the Diversity Meter, without much consultation with SFUFA. Our EDI reps are making a list of survey issues and will be taking it to the administration. Members who have concerns about this survey are asked to forward these to SFUFA. A new EDI advisory council is being formed. There were 165 expressions of interest and 25 members have been appointed with representation from faculty, staff and students.
An email was circulated by SFU to faculty noting that the process to transition Research Assistants (RA’s) to becoming SFU employees has begun and will continue until May 2020. Once those categorized as RA’s are signed on as employees, they are eligible for TSSU membership. Not all current RA’s will be categorized as RA’s in the future, and may not be eligible for TSSU membership.

There is a VPA search and a Presidential search underway at SFU. An announcement re: a President elect is expected by the end of December or in early January 2020.

Faculty at the University of Northern BC are on strike and SFUFA has sent delegates to join their picket line.

A transit strike has been announced for Wednesday, Thursday and Friday of this week and SFU is encouraging students to carpool. If faculty experience increased work load issues or accommodation requests due to this, please let SFUFA know.

There was no other business and the meeting was adjourned at 3:57 pm.