MINUTES  
SFUFA ANNUAL GENERAL MEETING  
&  
Fall General Meeting  
Wednesday, November 25, 2020  
1.30 to 3:00 pm  
Via zoom videoconference  
240 attended the meeting which was called to order at 1:39 pm.

1. Approval of the agenda.  
Approved as circulated.  
MOVED by Russell Day/Genevieve Fuji Johnson Carried.

2. a) Approval of the 2019 AGM minutes.  
Approved as circulated.  
MOVED Russell Day/Carla Graebner Carried.  
b) Approval of 2019 Fall GM minutes.  
Approved as circulated.  
MOVED Janice Regan/Russell Day Carried.

a) In 2019, the administration and SFUFA created a Joint Salary Review Committee, to revise the salary anomaly review process, so that it becomes a transparent and robust mechanism for correcting individual salaries. It was reported that the committee will be releasing their report by the end of December.

4. Approval of the Auditor’s financial report for the 2018/2019 fiscal year  
Approved as circulated.  
MOVED by Russell Day/Anke Kessler Carried.

5. 2020-2021 Budget  
- SFUFA’s largest expenses are CAUT fees, CUFA fees, Defence Fund fees and staff salaries and benefits.  
- SFUFA has one of the lowest dues rates in Canada.  
- This year’s budget will be affected by the Covid-19 pandemic and the conferences, meetings and member events budgets have been decreased accordingly.  
- A surplus of $750 is forecasted.  
- SFUFA has set a bargaining reserve for expenses related to bargaining and course releases for bargaining committee members.  
- The donations budget has been increased slightly to match the number of requests.
A special projects line item was created to cover costs associated with a Covid study that SFUFA is undertaking with Academic Women and for the reorganization of the SFUFA office space.

SFUFA has a healthy legal reserve and a general reserve fund.

6. Appointment of the Auditor.

**MOTION**: That Richard Marsh from Marsh & Marsh Inc. be re-appointed as Auditor of the Association for the October 1, 2019 – September 30th 2020 fiscal year.

**MOVED** by Dan Laitsch/Russell Day **Carried**.

7) 2020-2021 Executive committee election results. Elections were held in the spring of 2020 and all vacant roles were filled by ratification.

Mike Sjoerdsma (Engineering) – President
Kumari Beck (Education) - Vice President
Alexandra Wieland – director, Library and Archives
Sherryl Bisgrove (Biology) – Director of Human Rights and Equity
Janice Regan (computing Science) – Director, Community Engagement
Additional Directors for this term are David Hannah (Beedie School of Business), Dan Laitsch (Education), Steeve Mongrain (Economics) and Dai Heide (Philosophy).

Special thanks to outgoing Director Genevieve Fuji Johnson for her commitment of time and energy to SFUFA, especially for all her hard work on Equity, Diversity and Inclusion initiatives and to Rochelle Tucker, SFUFA Teaching Appointments Rep. Next year’s elections will be held in March 2021.

8) **Presidents Report** - Mike Sjoerdsma

- Bargaining has been a slow and frustrating process; a special thank you to SFUFA members for their patience and understanding.
- Covid-19 has created burn out and an increased workload for many faculty members. Research labs have closed down, conferences have been cancelled, people are adjusting to working from home with sometimes less than ideal equipment. Some departments have been good in supporting their faculty members to purchase the necessary equipment and others have not. The home office is an employer responsibility and faculty should not be having to use their PDR funds to purchase equipment for their home offices. SFUFA is trying to get Faculty Relations to audit their PDR policies to see if more items can be made allowable at this time.
- Workload: There are provisions in the Collective Agreement for what should be considered when assigning workload. SFUFA’s position is that moving to remote teaching should be considered new prep. The VPA has received a report from each of the Deans trying to outline what workload is. SFUFA’s advise to faculty is – tell your Chair is you are finding things unmanageable. Some members have taught every semester throughout the pandemic. Others have elder care and child care demands to deal with, so the pressures
are immense. The message from the university is that the quality of teaching has not been jeopardized, so thanks to faculty members for all their hard work and efforts. Workload reviews are happening at the university. Please contact SFUFA if you need help in this area.

- We have a new SFU President and a newly appointed VPA, Catherine Dauvergne. A search is underway for a VP Advancement and Alumni Engagement and a VP Research and International (VPRI). Members are encouraged to provide feedback during the search process.
- Biennial review process: It was noted that SFUFA is in talks with the university to review and adjust this process for the next two years, due to the uncertainties and disruptions produced by the Covid-19 pandemic. There will of course be a mechanism for people to seek merit. This will hopefully ease workload pressures on TPC’s and those up for review. Details are being worked out and SFUFA and the Administration will provide a joint communication to members’ soon.
- SFUFA and Academic Women have completed a Covid study which will be out in about a week. Data was collected over the summer and SFUFA will use the report to address issues of workload.

9) **Bargaining Committee Report** – David Broun

- SFUFA is pleased to announce that a tentative deal has been reached with the university on a new Collective Agreement which runs from July 1, 2019, to June 30, 2022. This round has been a complex process, due to negotiating a transition from the current defined benefit plan to the College Pension Plan. Joining the College Pension Plan meant that a transition cost was imposed, and it had to be cost neutral for bringing in a multi age cohort. SFUFA has found mechanisms to pay all costs without reducing general wage increases.
- The pension transition was clearly identified as members’ top priority and all available non-salary dollars have been devoted to that.
- Bargaining in BC has been in accordance with PSEC who establishes a rigid mandate for every round of bargaining. The current round is called the 2019 Sustainable Services Negotiating mandate and applies to all public sector employers in BC. The current agreement is for a 3-year term, a general wage increase of 2% for each year, and a Service Delivery Improvement Allocation (SDA) of .25% of total wage costs for every year. It has been agreed that the SDA will be applied to the costs of the pension transition.
- The university has also agreed that non-wage related benefits monies will also be applied to pension transition costs.
- The main features of the new agreement are a general wage increase (GWI) of 2% in each of the 3 years. The first being on July 1, 2019 (retroactive), the second on January 1, 2021 and third, July 1, 2021. There is a 1-year deferral of the first wage increase, and a 6-month deferral of the second. Taking this on a deferred basis generated a significant amount of money, approximately 5 million dollars which SFUFA used towards the pension transition costs. Changing it from a 15-year to a 20-year amortization period was also another measure used to help with the transition cost. Applying non-salary funds available from the provincial mandate has also helped SFUFA fund the majority of these costs. It was
noted there is no long-term reduction in salary. Cost savings that may emerge are to be shared with the university. If costs cannot be managed by these measures, a temporary levy on PDR and salary will be used to make up shortfalls for the year in question.

- For those faculty members hired after 2001, entry into the BCCP will mean they are eligible for a ten-fold increase in post-retirement benefit lifetime maximum – i.e., from $15,000 to $150,000.
- The roll-in of Market Differentials upon promotion to terminal ranks has been eliminated.
- SFUFA members’ past pension benefits will remain in the SFU Academic Pension Plan. SFUFA members who wish to buy past service will be permitted to use their balances in the SFU Academic Pension Plan, to pay for a portion of that service.
- The costs of participating in the BCCPP will exceed the current costs for both SFU and SFUFA members including higher contributions. SFU will have to assume about 10.4%, as opposed to the current 10%, and SFUFA members will have to contribute roughly 10% of salary as opposed to the current 8%, which could be a significant change for some. Some of the other non-pension benefits for this Collective Agreement are: Formalized EDI training for hiring and review committees, a greater restriction on the role of and use of student surveys in evaluations, increase in steps available in the biennial review process, language changes for teaching faculty to ensure appointments are at least 50% of full time, greater clarity of language relating to promotion for Librarians and Archivists, and substantial new language for Practitioner Faculty with access to study leave, expanded voting and governance rights.
- The target effective date for the transition is March 1, 2021.
- SFUFA is hosting 5 information sessions in December. There will be a session dedicated to Teaching Faculty and Librarian and Archivists. Members are encouraged to attend as many sessions as they want and to ask as many questions as they like. Please check the SFUFA website for details of the new Collective Agreement

10) Equity Committee Report – Sherryl Bisgrove

- Issues of EDI have been at the forefront in the last few months. The committee has recently elected new members. Welcome Gordon Coleman, Alissa Greer, Suzanne Norman, and Suzanne Smyth. Ongoing members are Jennifer Scott, Ljiljana Trajkovic, Elle Chenier and Kumari Beck. Thank you to outgoing members who have dedicated their time and efforts to being on the committee: Bertille Antoine, Susan Erikson, Jennifer Cory, Kendra Strauss, Michelle Pidgeon and Hazel Plante. Thanks all for your hard work and service.
- Newly elected President Joy Johnson has made a clear and strong commitment to making SFU a more equitable and inclusive place. She is committed to two new senior leadership positions. One responsible for embedding EDI values across the institution, and the other for decolonization, indigenization and reconciliation. She is committed to providing resources and support and to continuing conversations about EDI with the SFU community and that is very encouraging to the SFUFA Equity Committee.
11) Other business:

Motion:
That the members of the SFUFA bargaining committee and the SFUFA executive be thanked for all their hard work and efforts in negotiating a new Collective Agreement and a transition to the new BCCP defined benefit pension plan.

Moved: Russel Day/ Genevieve Fuji Johnson

12) Adjournment: 3.02 pm.