2023
Annual General Meeting
& Spring GM
Agenda
Wednesday, April 26th
1.30 – 3:00 pm via zoom videoconference

1. Approval of agenda

2. Approval of the 2022 AGM minutes

3. Business arising

4. SFUFA President’s Report

5. Auditors Report
   a. Approval of the auditor’s report and financial statements for the year ending September 30, 2022.

6. Committee Reports
   a. Bargaining
   b. Equity

7. 2023-2024 Executive Committee election results

8. Other Business

9. Adjournment
Minutes (draft)
SFUFA Annual General Meeting and Spring GM Wednesday April 27, 2022
2.30 – 4 pm
Via zoom videoconference

76 members were present via zoom and the meeting was called to order at 2.36 pm.

1. Approval of the agenda.
   Moved: Shafik Bhaloo/Ljiljana Trajkovic
   Carried.

2. Approval of the 2021 AGM minutes. Approved as circulated.
   Moved: Michael Ling/Shafik Bhaloo
   Carried.

3. Business Arising - There was no business arising from the minutes.

4. Report of the President, Canadian Association of University Teachers (CAUT)-Brenda Austin-Smith
   • Currently CAUT is supporting several faculty associations that are on strike. The University of Manitoba FA was on strike for 5 weeks, and was the first to strike during the pandemic. Many faculty associations simply rolled over their Collective Agreements. UMFA’s job action was followed by Concordia Edmonton, Ontario Tech in Ottawa, Acadia University, Lethbridge and Université Sainte-Anne, in Nova Scotia which lasted 7 weeks. Although there are regional differences, there are some things that these job actions have in common, for example, a decrease in core funding in the post-secondary sector, a decrease by 40% of federal government supports for post-secondary education, there is more pressure from administrations to do more with less, and the pandemic exacerbated the situation. The provincial governments appear to divert more dollars into other priorities and there is no accountability for that.
   • Protecting collegial governance was #1 across the country.
   • Administrations use Covid-19 as a “cloak” to grab powers.
   • During strike action, the CAUT defence fund provides pay and benefits and other supports such as flying pickets.
   • Laurentian: The university turned down financial assistance from the provincial government and opted to file for insolvency under the Companies’ Creditors Arrangement Act (CCAA), leading to the termination of 200 staff and 69 programs affecting 900 students. CAUT is calling for a public inquiry and for these administrators to be fired.
   • CAUTs call for a framework for dedicated funding for post-Secondary education has been translated into a policy Bill C- 260: was brought forward to Parliament in March. This post-secondary education act imposes qualifying criteria that provinces must meet in order to receive federal funding, including limiting the use of casual labour & short-term contracts, and CAUT welcomes this.
   • CAUT will be conducting a survey on “State of the post-secondary academic profession”.
   • Given the many changes over the past two years, CAUT would like to identify needs and current issues of academic staff.

5. Presidents Report - Kumari Beck
   • As faculty returned to teach in September 2021, they were faced with a lot of uncertainty around Covid-19 protocols. Some faculty were asked to offer students dual-mode courses and there was confusion around this, approximately 80% of courses were offered face-to-face. In January 2022, Covid safety checks were promised by the administration but were absent. There was no more tracking or
follow-up with the health authority and many faculty questioned SFU’s management of the Covid situation. UBC made the decision to not go online until January 24, 2022.

- SFUFA has pushed the administration to provide extra TA support and IT support for faculty who wish to provide remote instruction for students who are unable or reluctant to attend in person, but so far the response from SFU has been disappointing. They do not appear to be interested in addressing faculty workload issues.
- Monthly bulletins to members are being well received.
- After many years of collegial relations with SFU, the administration appears to be taking a more managerial and less responsive approach in labour relations, and the number of formal mediations and arbitration cases have increased.
- SFUFA welcomes Dr. Yabome Gilpin-Jackson to the new post of the Vice President People, Equity and Inclusion (VPPEI). This position will take on faculty affairs as SFU has decided to move it away from the VP Academic portfolio.
- There has been an increase in university policy revisions without joint consultation. This undermines the role of faculty in the governance of SFU and is also a failure on the university’s part to meet their legal obligations. If any faculty members are willing to assist SFUFA with policy review, to go over the revisions and ensure that they are not impacting faculty negatively, please reach out to SFUFA.
- In preparation for this round of bargaining, SFUFA held member socials in March and April at all 3 campus locations which were very well attended. Two member surveys are also being developed - we encourage members to participate. To facilitate information sharing, SFUFA has also created two ad hoc groups - a Chairs and Directors network and a Departmental Contacts network. SFUFA has been tracking data on salary increases and inflation trends, and the impact on real wages. In short, real salaries are shrinking.
- There has been a huge increase in the number of members needing advocacy services. 75% of those who have reached out to SFUFA are from designated equity groups; 50% of aboriginal faculty have needed assistance; 30% of all female faculty have reached out to SFUFA for assistance and these numbers are unprecedented. There has also been an increase in the number of bullying and harassment cases and inconsistent application of the bullying and harassment policy by the university.
- Kumari noted she’s been involved with the following search committees: VP Academic and VPPEI (in 2021), AVP Research, AVP Knowledge Mobilization, AVP Academic in 2022. AVP Communications and Marketing, the AVP Finance search committee representation - was declined.
- External engagement: SFUFA is engaged with both CUFA BC and CAUT and attends council meetings. CUFA is very engaged in promoting faculty members’ interests to the provincial government. CAUT is the national voice for academic staff and supports associations to make gains at the bargaining table. Reps from SFUFA attend CAUT council twice a year and Kumari also noted she has joined the CAUT Academic Freedom and Tenure committee.

6. a) Approval of Auditors Report and financial statements 2020/2021

**Motion:**
That the Auditors report for 2020-2021 be approved as circulated.

**Moved:** Steeve Mongrain/Hilmar Pabel

**Carried.**

b) **Motion:**
That Marsh & Marsh Accountants be reappointed as the auditor for the 2022-2023 fiscal year.

**Moved:** Steeve Mongrain/Dave Hannah

**Carried.**
7. SFUFA staffing report and proposal to increase membership dues.

- The current dues rate for SFUFA members is 0.685% which is one of the lowest in Canada. Out of 67 unionized faculty associations in Canada, only 1 has a lower dues rate. Of the 71 Associations that belong to CAUT, 17 Associations including SFUFA have dues below 1%, 47 of them have dues between 1.0% - 1.5%, and 7 Associations have a dues rate above 1.5%. SFUFA’s legal expenses have skyrocketed from around $60,000 to $220,000. Negotiations are longer and more costly and SFUFA doesn’t have the ability to resolve issues with the university; between 2014 and 2019 SFUFA took 3 cases to arbitration, since 2019 that has risen to 20 cases. The cost of protecting members has gone up. Issues are more complex, things are getting harder, more faculty members are having difficulties and the university is not working collaboratively with the association, as it has done in the past. There are increased tensions between departments and faculty members, increased bullying and harassment cases, and a dramatic increase in time taken to resolve these cases. Since 2020 SFUFA has worked with 230 faculty members (Covid-19 and pension transition cases are excluded). Out of that, 20 grievances were filed and 4-5 have gone forward to arbitration. It was noted that SFUFA is very careful and thoughtful before taking cases forward.

- SFUFA is also proposing to increase its staff complement by 1 – from 3 to 4 staff. In terms of office staff, SFUFA has one of the smallest, particularly when considering the number of members, they represent. In BC, UBC has 3200 members and 8 staff, SFU has 1300 members and 3 staff, UVIC has 900 members and 4 staff, UNBC has 225 members and 2 staff, BCIT has 1800 members and 9 staff. SFUFA operates with an Executive Director, 1 Membership Services Officer and an Office Manager and that number has not changed in many years. After much discussion, the members voted on the following motion:

**Motion:**
Whereas the increasing number, variety, and complexity of cases has risen dramatically in recent years, and: Whereas SFUFA’s staff complement has remained unchanged for over two decades, and: Whereas SFUFA’s current dues income is insufficient to cover legal fees required to represent Members, and: Whereas the Association is one of the leanest in Canada, with a dues rate ranked 66 out of 67 unionized faculty associations; Whereas it is likely that the Association will need to hire an additional staff person in the near future so as to continue to provide Members with the level of service they require:
Therefore, be it resolved that the Executive Committee of the Faculty Association organize an electronic vote of Members to set dues between .08% and 0.9%, the precise amount to be determined after further budgetary analysis.

**Moved:** Steeve Mongrain/Hilmar Pabel  
86% voted yes; 9% voted no.  

**Carried.**

8. **Committee Reports (Equity & Bargaining)**  
a) **Equity:** Ljiljana Trajkovic has been Chair for two years. The committee has been collaborating with the SFUFA executive, bargaining committee and other university committees. The current priorities of the committee are: collecting data re: gender salaries, reviewing workload policy, reviewing workload documents across SFU departments such as teaching releases, teaching credits, study leaves etc. The committee is also working on identifying ways to assist members with disabilities and studying the effects of Covid-19 on teaching. The committee is also working to improve their website and meets once per month.
b) Bargaining:
-Wage adjustments have not kept up with inflation in Canada. Even a brief period of decreased compensation has permanent effects on a worker’s financial future. Inflation is the most dangerous threat we face and has gone from 2% to 7% in the last 6 years. The solution is to get cost of living increases to match inflation. While some provinces have kept up with inflation, BC has not. This could be attributed to PSEC who has a strict mandate to curb wages. Although the mandate is not law, it severely constrains bargaining. Many public sector contracts are set to expire in June and some have started bargaining. The BCGEU bargained early and its members got a salary increase of 12-14% over 3 years. Rumour has it that the PSEC mandate has been set at 1.5% for year 1, 1.75 for year 2 and 2-3% in year 3, but SFUFA is waiting for the official mandate to be announced.
-The bargaining advisory committee has met and member outreach has begun. The bargaining survey will be circulated shortly and SFUFA will start to work on its priorities after obtaining input from members. SFUFA will be developing proposals to fully address the impact of inflation and to address inequities across the University. Bargaining is expected to begin sometime this spring/summer.

9. University Staffing audit - Mike Sjoerdmsa
Former SFUFA President Mike Sjoerdmsa has done research and collected data to show SFU’s disproportional investment in management, administrative, and executive staff relative to teaching, research, and support staff. The data and graphs are available for viewing on the SFUFA website.

- Number of people in Deans Offices has risen from 41 in 1999 to 301 in 2021.
- Growth of labour groups: CUPE numbers have decreased (directly tied to faculty admin support), limited term SFUFA positions are increasing, APSA excluded has risen the most, SFUFA has slow growth - has risen from 800 to 1000 plus in 2021, APSA and APSA excluded numbers are more than faculty. Temporary Librarian positions have also increased. APSA and APSA excluded positions (APEX) in Deans Offices have taken off since the FAM budget model was introduced. What does this mean? In 2015-2016 APSA positions are equal to SFUFA, following that, there is a huge growth with both APSA and APEX.
- Conclusion: Faculty renewal and support does not appear to be a priority for SFU.

10. SFU Faculty for Future - Michael T. Schmitt
Motion: That the General Meeting of SFUFA adopt the following statement, to share this statement publicly, and to send it directly to SFU BOG and Senior Administration:

SFUFA expresses its continued opposition to the development of Trans Mountain pipeline expansion (TMX). The 2022 IPCC Working Group III report found that to limit global warming to 1.5 degrees, global greenhouse gas emissions must peak before 2025, fall 43% by 2030, and fall rapidly to net zero in the 2050’s. In this context, UN Secretary-General António Guterres recently stated “investing in new fossil fuel infrastructure is moral and economic madness.” The costs of the federally-owned TMX pipeline have skyrocketed to $21.4 billion. TMX is being built without the consent of all the First Nations along its route. The expanded tank storage facility increases the risks of a devastating fire on Burnaby Mountain, and increased tanker traffic will pose serious environmental risks to the Burrard Inlet. We call on the federal government to cancel TMX immediately.
Moved: Michael T. Schmitt/Holly Hendrigan
65% voted yes; 30% voted no and 5% abstained.

Carried.

After much discussion, there was a proposal to amend the original motion, but 90% of members voted to move forward with the original motion and the amendment was defeated.

11. **2022-2023 Executive Committee election results.** The following members were ratified for a two-year term starting September 1, 2022:

- Rochelle Tucker - Director, Teaching Appointments (Health Sciences)
- Janice Regan - Director, Community Engagement (Computing Science)
- Ljiljana Trajkovic - Director, Human Rights and Equity (Engineering Science)
- Bertille Antoine, Director (Economics)
- Lyn Bartram Director, (SIAT)
- Dan Laitsch Director (Education)

The following were ratified for a two-year term in 2021 and are continuing on the exec committee until August 31, 2023:

- Kumari Beck (President)
- David Broun Director, (Physics)
- Baharak Yousefi, Director Library and Archives David Hannah (Vice President)

12. Other business: none to report and the meeting was adjourned at 4.56 pm.