

Approved Jan18/24

**Minutes of the SFUFA Executive Meeting**  
**Held January 11, 2024**  
**Via zoom video conference**  
**9.30 – 12 noon**

**In attendance:**

Bertille Antoine (Economics)  
Ronda Arab (English)  
Kumari Beck (Education, Chair)  
Adena Brons (Library)  
David Broun (Physics)  
Tim Beischlag (Health Sciences)  
Janice Regan (Computing Science)  
Mike Sjoerdsma (Engineering Science)  
Ljiljana Trajkovic (Engineering Science)  
Rochelle Tucker (Health Sciences)  
Brian Green (Executive Director)  
Melanie Lam (Minutes)  
Jennifer Scott (Member Services)

**Regrets:**

The meeting was called to order at 9.32 am.

**1. Approval of Agenda**

Approved as circulated.

Moved: Ronda Arab/Mike Sjoerdsma

Carried.

**2. Approval of December 14<sup>th</sup> meeting minutes**

Approved with one edit (to note that no quorum was achieved).

Moved: Ljiljana Trajkovic/Ronda Arab

Carried.

**3. Business arising - none to report.**

**4. Presidents Report**

- Kumari gave an update on her meeting with the VPA re SFU's budget cuts.
- Initiative against Islamophobia and Anti-Semitism: After consulting with major stakeholders on campus, the administration has decided not to move forward with this initiative.
- SFUFA Mail List: A reminder will be included in the next members bulletin to remind members that this List is provided as a service to SFUFA members, and that it is a self-moderating community discussion for current SFUFA members. Terms of usage for the academic discussion list is available and posted to the SFUFA website.
- SFUFA met with Indigenous faculty last year and will be following up re finding a meeting space that will allow the group to meet informally and build connections.
- SFUFA is planning on restarting the Chairs and Directors Network and the Departmental Liaison Network. A replacement is needed for Dan Laitsch who provided leadership to the Liaison group,

and Bertille Antoine noted she would consider taking over from Dan.

- Although Lyn Bartram and Dave Hannah are no longer on the executive committee, they have committed to working on the academic Freedom survey, with assistance from CAUT.
- The By-Law subcommittee (Bertille Antoine and Tim Beischlag) will be working on revising the SFUFA by-laws, before the next AGM in April.
- It was noted that the Equity committee will also be working on a survey. The questions for the survey may have to be tweaked to synch with the language in the new Collective Agreement.
- Kumari, Mike, Jennifer, Brian, Adena and Rochelle will be at the CUFA BC conference next week and Ronda Arab volunteered to act as Chair for the consult meeting with senior administration on January 18<sup>th</sup>.

#### 5. Executive Director report

- It was noted that SFUFA just received a copy of the edited version of the 2022-2025 Collective Agreement. The retro pay adjustments for faculty is delayed by the university and may be processed in February, after the TSSU salary increases are processed at the end of January. SFUFA is concerned about the delay in processing the retro increases, it has tax implications for members and the RRSP deadline is February 29<sup>th</sup>. SFUFA would also like to have an update on the Health Spending Account and the recommendation is to raise both these issues at the consult meeting.
- SFUFA received a complaint from a member, who reported that their research profile on the VPRI website was revised to include a link to counselling services, including a disclaimer that implicitly distanced SFU from her work, due to complaints made by people in the community. SFUFA is concerned that firstly, the member was not forewarned and secondly, that the administration may not have followed a proper investigatory process following the allegations from community members. The executive recommended that this issue be raised at the next consult meeting.

#### 6. Member Services report – Jennifer Scott

- SFUFA is working with other unions (Employee Council) on various projects and are trying to establish a meeting time and date with senior administration to discuss budget cuts. CUPE is unhappy about several cuts being made to frontline staff in Student Services and in the Library, and it was noted that most of these positions directly support faculty members in their work.
- The number of advocacy cases remained stable over the last few weeks.

#### 7. a) Committee reports

- Parking committee: Rochelle Tucker and Bertille Antoine are SFUFA reps on the committee. Parking has opened up more spaces in the North Lot for those with mobility issues; A parking ambassador has now been put in place in the North Lot to redirect people to other lots when North Lot is full; SFUFA members are being asked to make complaints directly to David Agosti, Director of Parking, when issues arise. This item will be included in the SFUFA member bulletin. SFUFA will continue to push for dedicated spots for E bikes.
- Equity committee: The committee didn't meet in December but will be meeting next on the last

Thursday in January. The committee is working on the following: Revising survey questions to ensure its in synch with the language in the new Collective Agreement, making the committee a standing committee of the SFUFA exec committee and are exploring the possibility of having a page on the website where members can provide anonymous feedback. It was noted that the SFUFA executive has already voted on the motion to make the Equity Committee a standing committee. The next step is to bring a motion forward to the AGM to be voted on by members.

- Community Engagement: The big discussion item at the last Senate meeting was about the Budget and Janice noted she missed this meeting due to illness. The Safety and Winter Committee is encouraging people to let them know of issues, for example, if designated routes are blocked. A priority snow removal map is now available that shows access routes.

**8. Items for Consultation – January 18/24**

- i. SFUFA understands that implementation of agreements and processing of salary increases can take time. We are, however, concerned that the length of time taken in this case is not reasonable. Members will already be dealing with tax implications as a result of the delay, and the RRSP deadline will be upon us sooner than later. We are hearing from members daily, and would like a clear commitment as to when exactly members can expect to see their retro pay processed. On a related note, we have yet to hear anything about the Health Spending Account and would like an update. We recognize that issues such as these would normally be dealt with away from this table. But we as Executive members have had and continue to have questions from colleagues and we would like to hear from senior administration directly on this issue.
- ii. SFUFA continues to have concerns that the implementation of budget cuts is not adequately attentive to the core academic mission. Despite assurances that academic units would be protected, departments are seeing staffing cuts and Library services are being reduced. While this is happening, we note that SFU continues to advertise for new administrative and management positions, including more communications staff.
- iii. Recently a member saw their research profile on the VPRI website amended to include language which implicitly distanced the University from the work and linked to counseling services. This appears to have occurred because informal complaints were made to the VPRI Office and acted upon without any notification to the member or investigatory process whatsoever. While that individual member issue is being handled away from this table, the situation raises for us larger institutional concerns. We would like to hear what process exactly is to be followed by senior administrators who hear concerns or allegations from community members, as any action that arises without a proper investigation of the allegations has the potential to cause serious harm. We so want to hear directly where the critical issue of academic freedom sits in SFU's protocols for issues like this.
- iv. A number of members have raised concerns with the state of bathrooms on campus. Despite budget pressures, sanitation needs to be a central concern, and bathroom services have not been adequately maintained.

- v. We would like to have an update on exam scheduling, as issues continue and it seems to us better to discuss these matters as early as possible in the semester.

**9. Other Business** - none.

**10. Adjournment.** There was no other business and the meeting was adjourned at 11.01 am.