

Dear SFUFA Members:

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Collective Agreement Implementation and Retroactive Pay

Implementation of the new Collective Agreement is now almost complete, and the SFUFA website now has been updated with [complete text of the new agreement](#) and [updated salary scales](#).

Members should have received their retroactive pay on the last pay-date in March.

The one remaining issue is the Health Spending Account. We and SFU have completed our costing, and the value of the HSA will be \$1300 per year per member. The Administration is now working with Blue Cross to have the accounts set up, a process which may take a few months. The delay will not reduce any benefit, so members are advised to keep all medical receipts for submission when the HSA is fully set up.

Annual General Meeting

SFUFA's annual general meeting will be held on Wednesday, May 8th, from 2:30-4:00 pm, on zoom. An agenda and links have been distributed. Members can anticipate a presentation from CAUT on issues related to post secondary and faculty associations nationally, as well as general SFUFA updates and discussion of member-submitted motions.

Cuts to Cleaning Services

The Administration has announced that “as a step to reduce expenses, SFU Facilities has reviewed cleaning services at all three campuses and will be reducing some services starting this April.” These cuts include reduction of office garbage collection to bi-weekly, reduced frequency of cleaning in areas deemed “low-traffic”, and the discontinuance of paper towel replacement in many washrooms.

These cuts result from a decision of the cleaning-services contractor (BEST) to eliminate 23 positions – some 10% of its staff. Though SFU has taken the position that this is a matter between BEST and the cleaning staff, there is no question that the cuts are a direct result of SFU's contracting out of this work. Cleaning services workers and their union, CUPE, had

called on SFU to bring make cleaning service workers employees of the University, as they are at UVic and UBC. SFU refused, choosing instead to require BEST to meet the standards for a living wage but not acting to fund that demand. The result is that BEST has resorted to cost-cutting, including laying off 10% of the workers responsible for keeping the campus clean.

We appreciate that the current budgetary situation requires attention, and that SFU needs to pay attention to areas in which expenditures can be reduced, such as duplication of services or “nice-to haves” rather than “must-haves”. Cleaning services, however, are a must-have, and are critical to the maintenance of the health and safety of the community. These workers, moreover, are the lowest-paid members of our community, and targeting them as an easy cost cutting measure flies in the face SFU’s stated commitments to equity. Budgetary adjustments may be required; it is, however, neither necessary nor acceptable to make these on the backs of the workers who keep our campuses clean and sanitized for the safety and comfort of the community.

We ask members to remember that the cleaning staff are being forced to work harder with less, and despite all of their efforts there will of course be service issues that result from these cuts. Members who notice deficiencies in cleaning services are encouraged to raise these not with the cleaning staff but with SFU’s management team.

Upcoming Member Surveys

In 2024, SFUFA is planning to survey members on issues of both workload equity and academic freedom. These surveys are intended to gather information and perspectives from our members that will help SFUFA to better serve and represent members. The surveys have been in preparation over the past year, and their success will depend on the response rate.

The first, a workload equity survey prepared by SFUFA’s Equity Committee, will be launched sometime in the next two months, and the academic freedom survey will come out in the Fall. We inform you of these surveys in advance, hoping that you will take the time to contribute your experiences and views on these two important aspects of our work.

Reminder – Alternate Contacts

Given periodic disruption of SFU’s internet and email systems, the Association is collecting alternate contacts (email or phone) for members, to be used only in the event that we need to reach you during a time that the University’s communications systems are not functioning. Members can send alternate email addresses and/ or phone numbers to SFUFA Executive Director, Brian Green, at bsgreen@sfu.ca