Office of the Vice-President Academic & Provost

To: All University of Waterloo Staff Members

From: Geoff McBoyle, Vice-President Academic & Provost
       Trevor Grove, President, Staff Association

Re: Policy 18 Renewal

Date: March 21, 2012

Over the past few years, the Staff Relations Committee (SRC) has been asked by members of the University community to review Policy #18 which may not be meeting the needs of staff and the University. Specifically, there have been institutional changes and practices that do not appear to have been anticipated in the policy. As a result, SRC is concerned that there may be a lack of consistency and clarity in employment practices across our campuses.

As a result, the SRC has created a subcommittee to review and renew the current Policy 18, guided by the following principles:

1. The process followed in revising Policy 18 must be collaborative, open, and provide opportunities for engagement by all University of Waterloo staff;
2. All uWaterloo staff need to be aware of the Policy 18 revision process on an on-going basis; and
3. The revised uWaterloo Policy 18 is to be implemented no later than January 1, 2013.

The members of the subcommittee are:
   • Trevor Grove, President, Staff Association: uwsa.president@uwaterloo.ca
   • Michelle Hollis, Assistant HR Director, Client Services: mhollis@uwaterloo.ca
   • Kenton Needham, Director, Human Resources: kneedham@uwaterloo.ca
   • Jeremy Steffler, Director, Staff Association: jeremy.steffler@uwaterloo.ca

To stay informed of the activities of the subcommittee, please visit the Sharepoint site: https://sharepoint.uwaterloo.ca/sites/SRC-P18-2012/.

The first phase of the renewal process will be a series of roundtable discussions (starting April 9th, 2012) to solicit your thoughts and opinions on the policy. You can get involved in this process right now by completing an anonymous survey at https://www.surveymonkey.com/s/95KMLPF before April 9, 2012. The results of this survey will be used to help the subcommittee prepare for the roundtable discussions.

On behalf of the Staff Relations Committee:
Doug Dye (Co-Chair); Janet Passmore (Co-Chair); Karen Jack (Secretary); Stephanie Filsinger; Tom Graham; Trevor Grove; Michelle Hollis; Ken Lavigne; Katherine MacLean; Geoff McBoyle; Bruce Mitchell; Carlos Mendes; Kenton Needham; Adel Sedra; Jeremy Steffler