Staff Association Area Reps Meeting
Minutes of Oct 7, 2021

Present:
Agata Antkiewicz  Heather Vo  Michael Herz
Agata Jagielska  Jane Arnem  Murray Zink
Andreea Popian  Jennifer Coghlin  Nancy Sej
Andrew Urschel  Jennifer Coghlin  Priscila Carrara
Annette Dietrich  Jennifer Morgan  Ricardo Rolon
Breanne Sutter  Jenny Conroy  Robyn Landers
Catherine Bolger  John Fedy  Selena Santi
Cheryl Souliere  Julie Koreck  Shannon Taylor
Christine Gillis  Kathleen StLaurent  Sheila McConnell
Bilton  Kathy Becker  Shelly Jordan
Christine Gillis  Kathy Szigeti  Stephanie Boragina
Bilton  Katy Wong-Francq  Stephen Markan
Colin McLaren  Lawrence Folland  Sue Fraser
Courtney Bremer  Liam Morland  Terry Labach
Dana Mohapl  Lillian Liao  Tim Ireland
Danielle Jeanneault  Lisa Habel  Tracey McKee
Deanna McLaren  Lori Labelle
Gail Spencer  Margaret Ulbrick

Land acknowledgement

Program: Meet the Candidates for UWSA Board of Directors

For Board of Director elections, the current UWSA constitution indicates that, except for the President-elect role, when there isn’t a greater number of candidates than vacant positions, these candidates are acclaimed rather than elected. This would then have to be ratified at the Annual General Meeting. We are in this position this year. President-elect, although only one candidate, will still be voted on at the Annual General election.

Voting opens Oct 12, 2021 and ends Oct 21, 2021, 4:30pm. Voting is electronic but there is an option for paper ballots. More Information will be sent to UWSA members.

Meet the candidate for President-Elect, Agata Jagielska:
Candidate introduced self and outlined background and experience, interest and priorities for the role.

Meet the candidate for Board of Director roles:
Courtney Bremer and Priscila Carrara, the 2 candidates for 2 director positions, introduced themselves and outlined background and experience, interest and priorities for the role.

Comment from current board member: Thank you to candidates for running and caring. I am currently on the board and we can’t function unless populated with people that care and bring their knowledge
and skills to complement existing board members.

Meeting:
1. UWSA President’s Report Appendix A

- Thank you to the candidates for UWSA Board of Directors. Grateful to have group of committed colleagues to support the UWSA and its mission.
- Voting will open up next week and run for 10 days. Watch your email and cast your ballot.
- Results will be announced at the Oct 28, 2021 Annual General Meeting. AGM announcement sent out earlier this week.
- At the AGM the UWSA new bylaw will be brought for vote. An info session is being scheduled and will be hosting this soon.
- Final report as President
  o Time has gone fast but your UWSA has done great work. Great things have been accomplished including:
    ▪ Advocacy
    ▪ Equity session
    ▪ MOA agreement in principle
    ▪ Completion of improved policy 14
    ▪ Revised bylaw
    ▪ Reviewed 60 organization changes
    ▪ Virtual social events
    ▪ Appointed members to more than 20 university committee roles
    ▪ Vaccine info event
- Thank you UWSA Staff and Board of Directors and Area Reps
- Q&A:

  Q: Wondering how you feel Kathy about going back to your role after this year as President?
  A: Things have changed while been away so interesting time to return. Looking forward to bringing my leadership learning and style to the role and with a better understanding of how the University functions. I encourage anyone who is interested to try something different, and to grow and stretch, to consider this President role. This is a great opportunity and an opportunity to work with people form across campus.

  Comment: Kathy will now serve as a mentor and guide as past president to incoming president and president-elect. Board members are looking forward to working with Kathy still. Lawrence Folland is finishing up past-president role.

  Q: What are your top few “unfinished business” to pass along to the president-elect?
  A: With the updated bylaw we are hoping to have approved, we have been working on an operations manual that is not complete. The manual’s purpose is to clarify roles and practices that outline that the role of Board is related to strategy and governance and the operations team is responsible for day-to-day work of the UWSA.

  Comment: At yesterday’s President’s Forum, I think we finally had some questions answered about what happens to people that aren’t vaccinated. Seems to be some information or clarity now. They did say they will be handling on a case-by-case basis and with a path. This path could
lead to eventual termination if resolution or agreement can’t be reached. Please connect the staff association if you need support.

Q: I want to make sure understood correctly – if there is someone that isn’t ready or won’t disclose their status of vaccination by Oct 18, 2021, then they would not be on immediate leave or terminated? How will this person be supported by the UWSA?  
A: Regardless of position a member is in, UWSA will work with staff to support and advocate. UWSA will ask the University to show compassion and work with staff to see what can be arranged. Also, all members can access benefits if they are terminated.

Q: With regard to the incubator piece at the Presidents Forum, I felt it was discouraging that many staff may not be able to participate.  
A: Yes, response was kind of jarring and seem to lack of recognition that staff might have ideas to enhance teaching and learning through the incubator.

Q: Going back to MOA (Memorandum of Agreement). It is not official yet is it? If not, where are we with the official approval?  
A: No it isn’t official yet. We’re meeting tomorrow to review the feedback recently received from senior administration. The MOA will not be brought to the October Board of Governor meeting because it’s too late to get it on the agenda. So will be looking to next Board of Governor meeting of February and therefore this should come to UWSA members for vote before February.

2. Approval of minutes September 9, 2021
Noted that attendees list has duplicates.

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Next meeting: Thursday November 11, 2021, 12-1pm

Chair: Lisa Habel
Minutes: JM
First, I’d like to thank Agata, Courtney, and Priscila for taking the time today to speak with us, and for stepping forward to serve our UWSA. I’m so grateful to have such talented and committed colleagues. As a reminder, the voting system will open next week and run for ten days, from October 12 to 21. Please watch for the email notification and cast your ballot! The results will be made official at our Annual General Meeting. You should have received an email from us yesterday (October 6) with all the details. When you review the AGM agenda materials, you will notice a Draft UWSA By-law. We’ve developed it under the guidance of a governance expert from Capacity Canada, and the UWSA Board of Directors is bringing it for your approval. So to make sure you’re informed, we’re hosting an information session on either October 20, from 12:00 to 1:00. We’ll send you an Outlook invitation soon, and we hope you will bring your thoughts and questions. Now, on to my final report to this group as President. I’m truly amazed at how fast this time has gone, but I’m also amazed at how much your UWSA has accomplished in this time.

Here’s a recap of ten great things we’ve achieved over the past year:

1. We developed a solid compensation agreement for staff despite the restrictions of Bill 124.
2. We worked with more than 60 members in need of advocacy & support.
3. We supported a series of member-developed equity sessions.
4. We reached the agreement in principle stage with the University on our MOA.
5. We worked with FAUW representatives to push for the completion of a much-improved Policy 14 - Pregnancy and Parental Leaves (including Adoption), and the Return to Work.
6. We developed a revised By-law and began work on Governance and Operations manuals.
7. We reviewed more than 60 organizational changes and implemented a process for following up with our members when they are impacted.
8. We held several successful virtual social events for our members.
9. We appointed members to 20+ University committee roles.
10. We held a successful Vaccine Q&A event with over 80 attendees - and I will add here that the recording of this event is now available, along with the presentation (PDF). And we accomplished all of this during a worldwide pandemic. So please join me in thanking our dedicated employees, Gail Spencer and Catherine Bolger, and Board Directors. It’s only with their hard work and support that your UWSA was able to accomplish these gains. And my thanks to you all for your continued engagement and your
work to connect us with colleagues in your areas. Your efforts are having a positive impact on staff working conditions at the University; if you ever doubt this, please refer to the list above. Thank you for an amazing year.

Prepared by Kathy Becker