1. Land acknowledgement by Agata Antkiewicz

2. Presentation: Jordan Hale, Digital Repositories Librarian and staff representative on the W3+ organizing committee.
   - Introduction by Steve Bradley
   - Presentation: Introduction to W3+, its work, events and support networks for womxn and non-binary members of the campus community
     - Waterloo Womxn + Nonbinary Wednesdays (W3+) is a community of folks from across campus that come together to get to know one another and provides space for sharing what we bring to campus
     - Started about 10 years ago by faculty members working in the areas of gender and social justice research
     - Evolved - now includes staff, students, postdocs, etc and includes social spaces, workshops, events and fun activities beyond research topics
     - Recent events include campus meet and greets, workshops on applying for awards, seminars, holiday socials and more
     - W3+ committee includes 3 staff representatives
     - Monthly events and different events/spaces/topics/channels are currently taking place in Teams
     - Working to be as inclusive as possible to all identities and to lift everyone up and to support and get to know one another
     - Working on planning W4 the annual day long event – Jun 9, 2021
       - Will be on Teams or a hybrid, based on pandemic restrictions
       - Invitation to join W3+ (and annual event) extended (link in Teams chat)
       - Call for proposals for workshops open until (link in Teams chat)
     - W3+ website includes link to join the mailing list
   - Q&A
     - Q: In terms of the W4 day, what level of expertise is required to be a presenter
       - A: You know more than you think you do. Encourage you to think of yourself as more of an expert than you are
     - Q: Comment: I am part of the Teams group for W3, I appreciate the reminders in my calendar for activities and events and therefore encourage others to join, even if can’t participate directly or in all, still engaged and resources are also available.
     - Q: Affirmation: Jordan was instrumental in the “Good Buddies of the University” initiative!

3. Report from UWSA President Kathy Becker (see below).
• Update on staff compensation agreement - received support of the UWSA Board of Directors, next step is Provost approval before goes before Board of Governors. Comments also made about the Faculty Salary Settlement including a basic vision care benefit and that UW generally operation on philosophy of one benefit plan for all equity related to coverage under across employee groups. Compensation agreement should address some current questions staff may have.
• Policy 14 Pregnancy and parental leaves – draft is moving through approval process and should be before Board of Governors next meeting (Apr 2021).
• Memorandum of Agreement - agreement in principle draft still cannot be shared with UWSA membership at this time. Timeline is too tight to go before Apr 2021 Board of Governors meeting. Now working towards June 2021 meeting
• Waterloo 2021 Staff Conference – April 6-9, 2021. Hope to see you there! Drop in to see UWSA during virtual drop-in session. Ask questions, check on membership status, confidential session with Gail Spencer. Prizes to be won.
  o Conference registration link in Teams chat
• Tax Tips Lunch and Learn seminar presented by Education Credit Union Mar 17, 2021, 12-1pm
  o Registration required, Link in Teams chat
• Thank you Joe Allan, UWSA Chief Returning Officer. Joe is retiring at the end of the month!

* President’s Report to the UWSA Area Representatives Committee 2021-03-11 attached

• Q&A

Q: Do we still need doctor prescription for massages?
A: This requirement will be removed from the new benefits plan coming into effect on May 1, 2021. Look for email went out on Feb 8, 2021. Link was also provided in Teams chat.

Q: Does anyone know if departments will still be charged a fee for contract/casual folks to go to the staff conference?
A: Based on Conference website information, it seems that it is free for contract/casual folks.

Q: Salary increases will be applied shortly. At UW, do annual increases include a Cost of Living percentage or do staff only receive merit based increase?
A: UW staff salary increases do not include a cost of living increases. Our system is based on two pieces – the salary grid and the merit piece. The grid is limited to 1% this year as based on government regulations. Merit increase amounts are relative to where staff are in relationship to jobval.

Q: Is it still in the works to have HR explain the USG and merit system?
A: Yes. Joan Kennedy, HR will present at the May 13, 2021 Area Reps meeting.

Q: Does anyone know how our merit system compares to other universities?
A: Salary grid comparisons to other universities is completed by HR every few years and it was last found that we are comparable. We are one of the only universities in Canada that has a staff association, not a union, so we can’t compare otherwise. Bill Baer will try to dig up that last report to share.

Q: Do you have to be a UWSA member to attend the tax seminar
A: Only members would receive the invite but see no reason why non-UWSA members couldn’t
attend.

4. Approval of minutes from February 11, 2021
   Approved.

5. Open forum
   - Reminder: Please delete that recurring area reps meeting series in your calendar - individual
     meeting invites are not sent and this will include the correct Teams link.

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Next meeting: Noon on Thursday, April 8, 2021

Chair: Lisa Habel
Minutes: JM

President’s Report to the UWSA Area Representatives Committee 2021-03-11

Today I’d like to give an update on three key things we’ve been working on: the Staff Compensation Agreement, Policy 14, and the Memorandum of Agreement. Staff Compensation Agreement

Earlier this week, the Staff Compensation Agreement negotiated on your behalf by your representatives on the Provost’s Advisory Committee on Staff Compensation (PACSC) received the support of the UWSA Board of Directors. We’re pleased with the details of the agreement, which has now gone to the Provost for approval before it’s recommended to the Board of Governors (BOG) on April 6. Despite the constraints applied by the provincial government via Bill 124, we were able to include some non-financial improvements to working conditions that will benefit staff. The details of these improvements remain confidential until they are made official on April 6. I’ve received some messages asking about the Faculty Salary Settlement, specifically the introduction of a basic vision care benefit, and especially since the Holistic Benefits Working Group was unable to add this. The HBWG was unable to add vision care benefits to the UW Benefit Plan for the reasons I listed in my most recent blog post. And I can’t go into detail on the Staff Compensation Agreement as of yet. But I will state that we generally include a statement in the Staff Compensation Agreement stipulating that any improvements negotiated by other employee groups on campus will be made available to staff. I can also state that UW generally operates on the philosophy of one benefit plan for all. And I will add that I feel confident that staff will appreciate the improvements outlined in the compensation agreement. Policy 14 – Pregnancy and Parental Leaves (including Adoption)

In a recent blog post, former Faculty Association President Bryan Tolson outlined the Policy 14 development process to date. He notes that the Policy 14 Drafting Committee (PDC) has been working on updating this policy since May 2017. I’m happy to report that the draft policy is finally moving through the approval process, and should be on the agenda at the April 6 meeting of the BOG. This revision is long overdue, and brings UW’s pregnancy and parental leave supplemental benefits to the top three (from 16th) among comparator institutions. This is a big win for faculty and staff at UW, so thank you to the PDC for all your work on this. We appreciate you! Memorandum of Agreement

For some time now, your Staff Association has been working with University Administration on updating our Memorandum of Agreement (MOA). We had planned to present a draft today – the Agreement in Principle draft – but we’re unable to do so. Our goal had been to have the updated MOA approved at the April 6 meeting of the BOG, but the timeline became too tight, so we’re working with a new goal of having it to the June 1 meeting of the BOG. As soon as we have Agreement in Principle, we’ll be excited to share the details of the document with all our members. The UW Staff Conference is happening over 4 days this year: April 6-9. Registration is now open, and there are a lot of great sessions available. This
by-staff, for-staff event is supported through the Staff Excellence Fund, so we hope to see you there; it’s always a great event. Be sure to drop in and see us at our Drop-In Session over the lunch hour on April 7. You can ask us questions, check your membership status, or have a private meeting with Gail Spencer, our advocate & Executive Manager. All UWSA Members who stop by will be entered in a draw for an awesome prize, so we hope to see you there! Next week the Education Credit Union is offering an Understanding your Taxes virtual session, happening March 17 from 12:00 to 1:00. Join CPAs Jessica Joveski and Linda Cook to ask your COVID-related tax questions. Registration is required – so register today! And finally, on behalf of the entire Association, I’d like to extend my gratitude to Joe Allen, our Chief Returning Officer, who will be retiring at the end of the month. Joe has done so much for the UWSA, including serving on the Nominating Committee and supporting our elections process as we entered the uncharted territory of this pandemic. Joe, you have been a huge asset to our team, and we thank you for your support. You will be missed! Prepared by Kathy Becker