

STAFF ASSOCIATION AREA REPRESENTATIVES

NOTICE OF MEETING

Date: Thursday, September 12, 2019

Time: 12:00pm – 1:00pm

Location: **EC5 1111**

AGENDA

1. Agenda - approval
2. [Approval of the minutes of June 13, 2019](#)
3. [President's report](#)
 - a) Director nomination and information sessions
 - b) Area Reps Committee Positions for upcoming term in office
 - c) Bill 124 Update
4. Open forum

Next Meeting: Noon on Thursday, October 10, 2019: Meet the candidates for UWSA election. NH 3318

Summary of Meetings

Provost's Advisory Committee on Staff Compensation (PACSC)

- Next meeting is Wednesday September 11, 2019 – oral update TBD.
- **Performance Appraisal Working Group**
 - The working group heard a presentation by an external firm and is considering options that fall within the scope of the review.
 - The working group will be considering next steps which may include:
 - Project management: who will lead the project, what roles are involved, what is the internal cost?
 - Change Management: Is a communication resource anticipated?
 - Design of future state: What is the cost (estimate) if UW decides to move ahead to a design phase-internal or external agency? This is “out of scope” of this working group – which is to review current practices.
 - Delays to the original timeline for the project are expected due to the longer than expected RFP process. To note a few on-going areas that need more work:
- **Gender Equity Working Group**
 - There have been several meetings over the summer. The working group is reviewing and updating current data. A report may be forthcoming in the new year.

Staff Relations Committee (SRC)

- Next meeting on Friday September 20, 2019 at 1pm-4pm in NH 3318.
- [List of 2019-2020 meeting dates, times and locations.](#)
- Contact me with your concerns and issues. (uwsapres@uwaterloo.ca)

SRC Sub Committee

- Meetings on Aug 15 and Sept 10.
- Review re-orgs for September 20th SR meeting.

Memorandum of Agreement Working Group (MOA-WG)

- UWSA continues to meet with Secretariat to review the draft.
- UWSA recognizes M. Herz diligent efforts to keep this project in the forefront of our efforts this year.

Employee Engagement Survey

- No additional information at this time.
- A report is expected within the next few months.

Sexual Violence Prevention Task Force

- Next meeting in September – meetings are bi-monthly (every two months)
- July 31: Attended “Joint Sexual Harassment Campaign” at WLU. The event was an exercise to inform the development of a joint campaign within the scope of the academic campuses and the surrounding communities. No outcomes have been received at this time.

University Relations

New Member Orientation

- September 12th –we welcomed approximately 10 new staff to our community.
- A reminder to Area Reps to reach out the new staff if they are in your area, invite them to a meeting!

Meeting with Provost

- September 12th

Meeting with Associate Provost, Human Relations

- A requested a review of the mileage reimbursement amount considering the rising cost of gas etc. The rate is \$0.45/km effective 2012.
 - *The University will not pay for use of a Claimant's owned vehicle at a rate other than the University-established rate, except where specified in the agreement of a third party funder.*
 - *The kilometre rate is determined based on typical vehicle expenses including but not limited to depreciation, maintenance, repair, cleaning, fuel cost, and insurance. Accordingly, the University will not reimburse for any expenses previously mentioned or other vehicle costs related to the Claimant's owned vehicle.*
- “Car allowances” are no longer available to staff as per [Policy 31 guidelines](#)
 - *The University will not pay a flat rate in the absence of the required details. Canada Revenue Agency considers a flat rate to be an allowance and a taxable benefit will arise*

Meeting with FAUW

- September 11th - Meeting with FAUW to discuss Bill 124.

Outreach

Area Reps Meeting

- Next meeting will be held on September 12, 2019.
- Assumed Chair duties for September and October, (due to vacancy).
- Vacancies on the Area Reps Committee will be filled as for the annual renewal of terms in November 14th Area Reps Meeting. ([More information about roles here](#))

Directors/Officer Nomination and Information Sessions

- Nominations open September 17.
- Election Information Sessions held in DC 3608
 - September 19 and September 26.
 - Pick up a pamphlet “Director and Officer Information” for distribution.

Ontario Bill 124 Ad-hoc Committee

- <https://sharepoint.uwaterloo.ca/sites/UWSA/Bill124-Ad-hoc-committee/default.aspx>
- The Ad hoc Committee has met on September 4th to review updates.
- Friday Aug 9: Jackie Serviss and I met with Catherine Fife (NDP MPP)
 - Very receptive to our concerns and agreed with them.
 - Offered to visit campus to “hear concerns” but not to speak to the Bill.

- Asked if I would share my “file” with them, I agreed to summarize the work that I have done. I agreed to share staff concerns and feedback. See additional information at the meeting.
- NDP is working to remove Bill124, although acknowledging that the government holds a super majority and they can basically pass whatever they want.
- Thursday Aug 22: I met with Mike Harris, (PC-MPP)
 - Discussed his opinion on Bill 124 which I found to be referencing Public Sector workers more so than how the legislation, if passed, will affect those in the Broader Public Sector. I expressed that I found the authority the legislation gives the gov’t to be unethical, specifically that less than 30% funding to Post-Secondary Education (PSE) Institutions warrants 100% interference with the employer/employee relationship especially with wage and compensation package agreements.
 - I was asked to write down all the questions and send them to his office.
 - I agreed to share staff concerns and feedback of our community members.
 - In the end I asked him to vote against the Bill at the second reading. He responded that “He can’t”

Submitted by Rose Vogt September 12, 2019.

uwsapres@uwaterloo.ca