Staff Association Area Reps Meeting
Minutes of Feb 9, 2023

Present:

Maris Weiss
Tim Ireland
Shelly Jordan
Terry Labach
Colin McLaren
Cindy Howe
Agata Jagielska
Angela Rooke
Catherine Bolger
Robyn Landers
Jennifer Morgan
Merrirose Stone
Courtney Bremer
Stephanie Forsyth
Sharon McConnell
Carry Derome
Gillian McKenzie-Yorke
Kathy Becker
Yessenia Guerrero
Tracey McKee
Edward Chrzanowski
Steve Bradley
Rachel Pridham
Maya El-Baltaji
Krista Parsons

1. Welcome - Chair, Maris Weiss

2. Land Acknowledgement - Chair, Maris Weiss

3. Round table – share with us:
   - what you’d like to see in future Area Reps (AR) meetings
   - what you do in your role as an AR (best practices for example)
   - guest speaker ideas

For future Area Reps meetings

- topic of parking is something that comes up in my department
- topic of leaves (e.g. caregiver leaves) is something that comes up in my department
- focus on ways staff can be better informed about what staff association does
- focus on bringing topics of concern to the UWSA Board
  - for example, topic of merit pay system – currently too complicated and concerns that HR staff don’t understand it themselves
  - for example, HR (Human Resources) pension and benefits booklet lacks information
- presentations/guest speakers are valuable
- original guidelines and purpose of AR committee last updated in 2016 - perhaps time for a review
- need to ensure maintain engagement of our ARs – perhaps space for presentations and for bringing topics of concern to Board
- need to ensure AR committee and meetings are accessible and equitable and including opportunities for anonymous feedback

What you do in your role as an Area Rep
- reiterate topics discussed at AR meetings in my department’s biweekly newsletter
- provide updates from AR meeting at department meetings
- include a ‘did you know’ about the UWSA, what UWSA does, when updating department

**Guest speaker ideas**
- Speaker confirmed for May: HR to discuss PA process and how it translates to salary increases
- Leslie Wexler, Indigenous Knowledges and Anti-racism Senior Educational Developer, Centre for Teaching Excellence

4. UWSA President’s Report – Agata Jagielska

- Continuing work on preparations for salary discussions. The newly formed committee has been meeting. Included in discussions are:
  o Non-monetary items staff want to see in next salary agreement (survey results are being referenced)
  o What staff would like to see in next salary agreement (survey results are a big focus here too)
- Waterloo has started a Strategic Talent and Performance Management project. This work is being overseen by PACSC (Provost’s Advisory Committee on Staff Compensation)
  o Project is extremely important because looking at staff issues and concerns – including job families, career ladders, creating career pathways
  o Includes a review of the performance appraisal system
  o UWSA is on the consultation committee
- Continue with PACSC and SRC (Staff Relations Committee) work – for example, frequency of pay is something continuing to look at
- Inequity of working from home when sick/closures – a staff survey will come out soon as UWSA is looking towards Waterloo having a policy or guidelines for this
- Green Shield benefits issues (for example Co-pay and systems issues) - we are hearing from staff collecting information and sharing this with the Pension and Benefits committee and HR
- Changing staff complement in UWSA - UWSA is hiring two new positions

Q: Will the quashing of Bill 124 be used by our committee to inform salary discussions?
A: Bill 124 is in limbo situation because of a 2nd appeal in progress. UWSA is keeping a close eye on this as it will inform the way we move forward. In our current salary agreement, we have a clause that states should there be a change in the law, the administration will review our current salary agreement. We are working in close communication with FAUW on this matter. We’re also gathering research so please share information and examples (it was shared about how Laurier is handling the situation and it was indicated this was useful information for the UWSA to know)

Q: Can you list the Green Shield issues generally.
A: Yes, we are hearing of issues around co-pay, and we were told there would be no changes with the transition to Green Shield. Please share with UWSA what you are hearing/ experiences. If are having problems with Green Shield can contact me directly. You can also go to HR directly or you can send to both. If you send to HR, cc me as it’s good for UWSA to know.

Q: May 2023 is the last year of the 3 year "freeze" of the 1% raise (Bill 124). It would be a shame to let that just slide for this one year and wait for the next 3-year negotiation
A: I agree. We’re not willing to let it slide and this isn’t what’s happening. Again, if you have more
information or examples related to how other institutions are handling Bill 124, that’s worthwhile for UWSA to know, please share with me.

5. Closing Remarks & approval of Dec 8, 2022 minutes

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Next meeting: Thursday, March 9, 2023, 12 noon

Chair: Maris Weiss
Minutes: Jennifer Morgan