

**Staff Association Area Reps Meeting  
Minutes of January 12, 2017**

**Present:**

Annette Dietrich  
Andrew Urschel  
Brandi Gillett  
Christine Gillis Bilton  
Jennifer Calbery  
Jenny Conroy  
Laura McDonald  
Lillian Liao  
Luanne McGinley  
Murielle Landry

Nicole Brandt  
Philip Demsey  
Paula Ann Zahra  
Robyn Landers  
Rose Vogt  
Shannon Taylor  
Stephanie Facca  
Tammy Vucicevich  
Jackie Serviss

Lawrence Folland  
Jason Gorrie  
Agata Antkiewicz  
Tim Ireland

**Guests:**

Mat Thijssen  
Gail Spencer  
Catherine Bolger

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**1. Campus Sustainability (Mat Thijssen, UW Sustainability Coordinator)**

UW was one of the first universities in Canada to have a faculty of environment. Attention to sustainability started in the 1990s, but it lapsed until around 2009 when all Ontario universities released a joint statement about its importance. UW has sustainability content in various courses (not only in ES) and research activities. Total emissions over the last five years have remained fairly constant despite steady increase of energy consumption. Water use has declined over the last couple of years. Food Services has been emphasizing fair trade certified sources. In 2015 a president's advisory committee on environmental sustainability was established. A survey was conducted last fall to help set goals and plan programs to achieve them. Policy 53 is being developed for environmental sustainability strategy. Various green-themed events are held through the year: bike week, carpool week, etc. Numerous departments have achieved "green office" certifications.

Q: Why is there no green bin composting on campus?

A: Mat has talked to Plant Ops about this. Other problems: inconsistency of styles of recycling bins and labelling, and contamination of recycling with wrong materials. Trying to enforce having recycling and garbage bins together all the time.

**2. Approval of minutes of December 8, 2016 Area Reps Meeting**

Accepted.

**3. Approval of agenda**

Approved.

**4. President's report (Jackie Serviss)**

**4.1** Nominations for president-elect opened yesterday. There have been a few expressions of interest. Now is the time! Election is in early February.

**4.2** Staff compensation review is moving along well. PACSC has prepared a draft that looks good so far. Hoping to have it ready by autumn. Approval was given by PACSC for continuing 50% subsidization of the "Learn To" fitness programs. Have had some success with UW Fitness, but not with Athletics, in enhancing services for staff (and faculty), partly because students pay a fee

for Athletics while staff and faculty don't.

In discussion, it was asked why staff are not represented in planning for the expansion of Athletics facilities that is underway. It seems to have been a case of too high a cost. Interested persons can also make applications for the staff excellence fund grants to put towards such things.

**4.3** P&B has a committee for responsible investing; we have a member on that committee.

**4.4** Various policy review committees are underway. Still settling membership of the vacation policy review committee.

**4.5** EFAP provides a broad variety of quality services that are worth looking at.

**4.6** Michael Herz will be on the Excellence Canada committee. A committee is also being started to review issues around the staff excellence award concept keeping in mind the various difficulties around that program in years past.

**4.7** Looking for a staff member to help with Waterloo Women Wednesdays events.

**4.8** On January 17 there will be a panel on racism and mental health. Looking for a dozen volunteers to help with set-up. See recent email about this.

Chair: Jackie Serviss

Minutes: RBL