

**Staff Association Area Reps Meeting
Minutes of March 9, 2017**

Present:

Danielle Jeanneault
Jennifer Calbery
Katy McEwen
Lillian Liao
Murray Zink
Manisha Shah
Liam Morland
Luke Balch
Andy Barber
Kristine McGlynn
Shuhuan Li
Laurel Dewar
Lee Hornberger
Ted Bleaney
Carolyn Hudson
Stephanie Bruinsma
Shari Carter

Nicole Brandt
Philip Demsey
Paul Ann Zahra
Robyn Landers
Rose Vogt
Laurie Hanley
Catherine Bolger
Lawrence Folland
Michael Herz
Jason Gorrie
Agata Antkiewicz
Tim Ireland
Bill Baer
Brian Dietrich
Online attendees:
Cassandra Bechard
Cindy Howe

Sarah Landy
Shannon Taylor
Stacy Reda
Stephanie Facca
Steve Bradley
Dick Duplessie
Joy Harris
Keith Middleton
Krista Parsons
Luanne McGinley
Robert Hartung
Sarah Landy
Sherry Hartung
Stefaniada Voichita
Tracey McKee

1. Approval of minutes of February 9, 2017 Area Reps Meeting

Approved.

2. Approval of agenda

Approved.

3. Welcome new members

Welcome to Bill Baer (president-elect), Brian Dietrich (Plant Operations), and Dave McDougall (FEDS) as new area representatives.

4. President's report

4.1 PACSC now has 160 jobs selected for the review. Results expected in September or October. Job descriptions are being reviewed, not the performance of a person in that job. The list of job descriptions selected will not be shared. They are all up-to-date at least within five years. The review compares job descriptions across campus and also with outside organizations to assess equity.

4.2 SRC will be bringing to the UW president a proposal for changes to the staff excellence award.

4.3 Policy 14 and 33 review committees get underway in April.

5. Employee and Family Assistance Program – Laurel Dewar, Homewood

Full coverage started at UW last September 1st for permanent ongoing (full- or part-time) employees and immediate family. No referral from a doctor is needed. Homewood has a wide network of partners across Canada. Support is provided for a wide range of issues: counselling on all kinds of personal issues, health and career, with online resources (www.homeweb.ca) for e-learning, a health library, child and eldercare service locators. All available 24 hours a day by phone and on-line. Confidentiality and privacy are ensured at all times, except if there appear to be risks of abuse, or risk to self or others, or a criminal investigation.

The service is focused on short-term solution. Long-term issues are usually referred elsewhere.

The counsellors have a minimum Master's degree and five years of experience. There's also "Plan Smart"

services, not so much about counselling, but advice and coaching on life balance (new parent, elder care, financial, legal), health, career.

This presentation is available on YouTube

<https://www.youtube.com/watch?v=LxQzB3tS8Rg>

See also

<https://uwaterloo.ca/employee-assistance-program>

Chair: Danielle Jeanneault

Minutes: RBL