

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

Present:

Brian Dietrich
Camille Graham
Cathy Logan-Dickie
Danielle Jeanneault
Dave McDougall
Jenny Conroy
Julie Thomson
Kathleen St. Laurent
Juli-Ann Sunnuto
Marina Ivanova
Murielle Landry
Philip Demsey

Rebecca Boyd
Robyn Landers
Stacy Reda
Steve Bradley
Lawrence Folland
Michael Herz
Jason Gorrie
Rose Vogt
Bill Baer

Online:
Christine Gillis-Bilton
Lillian Liao
Matt Fries
Sarah Landy
Shannon Taylor
Agata Antkiewicz

1. Presentation by Tania Del Matto, director of Greenhouse

Tania described the GreenHouse project, an initiative at St Paul's devoted to supporting youth and start-ups that want to make the world a better place. The aim is to enable enthusiastic students to continue working on their ideas by focusing on developing the idea phase before the business phase and by helping students make connections to explore their ideas. The United Nations sustainable development goals are used as a guide. One success story involves a student whose project uses robots to remove landmines in Cambodia. Another student developed a "first aid kit" for mental health. GreenHouse helps beyond the basics of business plans.

Slides from the presentation may be available at

<https://www.dropbox.com/s/6bjzfdskjk0a9wi/1.%20UW%20Staff%20Association.pptx?dl=0>

2. Approval of minutes of October 5, 2017 Area Reps Meeting

Approved.

3. Approval of agenda

Accepted.

4. President's report (Bill Baer)

4.1 Goals

Bill outlined his goals for the year: completion of the MOA; outreach conversations, casual and scheduled, group and individual; non-member outreach; support of the Member Advisory Committee; other priorities set through various consultations; making more effective use of HR orientation sessions with newly-hired staff.

It was suggested that Bill also prepare for the HR orientation sessions by knowing the names of the Area Reps for whichever departments these new staff are joining so new staff know from the start who's there to help them.

4.2 Memorandum of Agreement

There have been three meetings with UW Administration since early this year, with some progress. Current Administration representatives are Marilyn Thompson (VP HR), Kenton Needham (HR), Michelle Hollis (director of HR client services), but there will be another change. Our representatives are president (Bill Baer), past president (Jackie Serviss), and president-elect (Rose Vogt). It's a challenging process. The FAUW is pretty much the only other Canadian university organization similar to what we're seeking. All the rest are unions. There was a presentation by Michael Herz at the June 9 2016 area reps meeting that set

out the main goals of the MOA.

https://uwaterloo.ca/staff-association/sites/ca.staff-association/files/uploads/files/minutes_2016-06-09.pdf

A draft may still be posted in May 2016 SRC meeting minutes. The Administration may be resisting on the basis of cost and loss of control. If the Administration rejects the MOA, possible steps include bringing concerns to the Board of Governors or to the Provost and President, and starting over with open public meetings to inform staff. The aim though is to focus on collegial negotiation.

4.3 Survey on Ethical Behaviour (Policy 33)

Please complete the survey and encourage staff in your areas. There has been email publicity. This will help provide real numbers on prevalence of problems (beyond just anecdotal from those who come for help) so that appropriate planning and resources can be allocated.

In discussion it emerged that although we expected all staff would have received the email, some have not. Herz will follow up on this discrepancy.

<https://src-data-web1.uwaterloo.ca/SE/1/UWPolicy33>

4.4 University Governance panel

Bill will be part of a four-member panel discussion on academic university governance on November 21 at Fed Hall. All are invited.

5. Outreach team report

The survey of area reps showed preference for continuing with this same meeting time. With Annette Dietrich and Rose Vogt changing from area reps to board member and president-elect, there will soon be a call for new area reps.

6. Area Representatives committee appointments

Danielle Jeanneault offered to continue as vice-chair and was accepted. Phil Demsey offered to take on the program coordinator role for organizing guest speakers and was accepted. Robyn Landers offered to continue as recording secretary and was accepted.

7. Open discussion

Bill was welcomed as president and Rose as president-elect.

Chair: Bill Baer

Minutes: RBL