

**Staff Association Area Reps Meeting
Minutes of December 14, 2017**

Present:	Andrea Santi	Brian Dietrich
Danielle Jeanneault	Sarah Landy	Terry Labach
Dave McDougall	Shannon Taylor	Agata Antkiewicz
Jenny Conroy	Michael Herz	Gail Spencer
Julie Thomson	Jason Gorrie	Catherine Bolger
John Fedy	Rose Vogt	
Kathleen St. Laurent	Bill Baer	Online:
Lillian Liao	Lawrence Folland	Matthew Fries
Philip Demsey	Annette Dietrich	

1. [Presentation by President Bill Baer and Lee Hornberger, Director, HR Total Compensation about Staff Compensation Review Survey results \(PPT\).](#)

Speaking as an active PACSC member at the time of this survey, Michael Herz said that the alignment of UW compensation with off-campus markets was a shock. He wants to see job descriptions now updated and urged members to seek the help of UWSA to accomplish this.

Q - Is the Hay System a good system, how was this method evaluated and chosen?

A - The Hay System is the most common tool used for decades and there were no questions about its credibility.

Q – How were USG levels matched to outside markets?

A – They were not matched, the job descriptions were used as comparators.

Q – Staff uses the 50th percentile for compensation, what does CUPE and the faculty use?

A – CUPE is determined through collective bargaining and is reviewed every three years. Faculty has a determined minimum compensation package, but no maximum.

Q – Is it weird to review executive compensation and staff compensation through the same Gallagher review?

A – The review is not based on individuals, but the organization. It is appropriate to review these groups together.

President-elect Rose Vogt thanked the presenters for a clear and encouraging review. Next steps should be a communication strategy to strengthen the UW community. Lee Hornberger noted that a new HR System is being put in place January 1, 2019. The compensation agreement at UW ends this year, and a new one will come through PACSC. Make sure your job descriptions are up to date.

2. Approval of minutes of November 9, 2017 Area Reps Meeting
Approved.

3. Open Forum

An Equity Review, similar to the one done by FAUW, is the next step, and has been supported by the UW president. The sheer range of staff will make it more difficult than the one undertaken by FAUW. Also need to strengthen communications with staff and to empower them to make changes to their job descriptions, in order to have control over their own destinies.

A working group will be established at the board level with a report coming from them in a timely manner before the ban on job reviews takes effect (6 weeks prior to May 1, 2018).

Adjourned at 12:55 p.m.

Chair: Bill Baer

Minutes: Catherine Bolger