

**Staff Association Area Reps Meeting
Minutes of November 8, 2018**

Present:

Andrea Rose Santi	Danielle Jeanneault	John Fedy
Andrew Urschel	Jane Armen	
Brian Dietrich	Jenny Conroy	
Laura McDonald	Jackie Serviss	Rose Vogt
Robyn Landers	Lawrence Folland	Agata Antkiewicz (online)
Shannon Taylor	Michael Herz	Liam Morland
Sue Fraser	Dave McDougall	Guests:
Steve Bradley	Annette Dietrich	Gail Spencer
Tim Ireland	Terry Labach	Monika Bothwell

1. Approval of the minutes of the October 4, 2018 meeting

Approved.

2. Appointment of UWSA Area Representatives positions

At the previous meeting we approved the proposal to select the chair and vice-chair of UWSA area reps from reps who are not members of the UWSA board rather than having the UWSA president serve as chair of the reps meeting. The chair would develop agendas, preside over the meeting, facilitate discussions between reps and UWSA board, and chair the outreach team. The vice-chair would be a backup for chairing the meeting and taking minutes, and would look after membership renewals. The recording secretary takes minutes and attendance. The program coordinator would arrange guest speakers and collect feedback and suggestions.

Nominations for chair: Shannon Taylor. Approved by vote.

Nominations for vice-chair: None, so nominations will be invited by email.

Nominations for secretary: Robyn Landers. Approved by vote.

Nominations for program coordinator: Steve Bradley. Approved by vote.

3. President's report – Rose Vogt

The president's report was circulated along with the agenda prior to the meeting. Rose added remarks about the Board of Governors meeting. In particular she felt strongly about becoming informed about Truth and Reconciliation and the territorial acknowledgement recited before events.

Two working groups (subcommittees of PACSC) are setting up their terms of reference (performance appraisal process review, and gender equity review).

SRC and PACSC meet later this month. Look for news at our next meeting.

Following the elections and AGM, the UWSA has new board of directors. Appointments to various committees were discussed.

There are many social events this term: Craft Show, "Shear Madness" play. Still time to register and volunteer for Winterfest.

Rose is happy to visit any department on or off campus to talk about topics of interest, especially areas that are not yet represented and those that have had a lot of issues, whether for UWSA members or not. Also interested in discussing performance appraisal topics and Workday. Michael Herz added that the roadshow is a great way to be able to talk to non-members since this can't be done by email from UWSA (due to CASL). A roadshow would typically happen over a lunch hour. Could collaborate with other staff support groups on such things, e.g. EFAP, Occupational Health.

4. Outreach committee report – Shannon Taylor

Suggestions are welcome for topics, questions for the UWSA board, structure of the Reps meeting, possible reps for areas without one. Rose added that the yearly confirmation of area rep membership will take place by email soon. Suggestions for improving understanding of the area rep role and developing the role are invited.

Brian Dietrich described his extensive volunteer activities and suggested that volunteers commend one another for their contributions.

Laura McDonald suggested sending out slides about activities like FAUW does. Shannon suggested that area reps be given more info (beyond the usual UWSA newsletter) about UWSA board activities that they could circulate.

5. Open discussion

Lawrence Folland asked about changes to dental benefits approved by Board of Governors. FAUW shared info about this but there has been nothing yet to staff. Should we do so? Michael Herz reported on results from P&B: FAUW negotiated a funding increase from UW and used it to increase the dental benefit. P&B decided to do same for staff. We now have 95% coverage of the current year's fee schedule. Eye care coverage is a well-known wish list item but due to time pressure it was much easier to adjust the existing dental coverage.

Q: Why still no eye care? Other universities have it.

A: Previously, there was no new money, so we would have to cut some other benefit. This time there was new money, and eye care was considered, but starting up new coverage would cost more (reducing the amount available) and take too long, so the dental care increase was chosen this time. Eye care will be considered in future plans.

Chair: Rose Vogt

Minutes: RBL