

**Staff Association Area Reps Meeting
Minutes of May 9, 2019**

Present:

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|-------------------|----------------------|----------------------|
| 1. Brian Dietrich | 8. Steve Bradley | 14. Catherine Bolger |
| 2. Jane Armen | 9. Lawrence Folland | 15. Jackie Leach |
| 3. Kathy Smyth | 10. Agata Antkiewicz | 16. Liam Morland |
| 4. Lisa Habel | 11. Rose Vogt | 17. Ted Bleaney |
| 5. Robyn Landers | 12. Dave McDougall | Online: |
| 6. Sue Fraser | Guests: | 18. Murray Zink |
| 7. Shelly Jordan | 13. Gail Spencer | |

1. Approval of agenda with additions

Approved.

2. Approval of minutes of March 14 and April 11, 2019

Approved.

3. President's report (Rose Vogt)

The UWSA was invited to attend the provincial government's Treasury Board consultation in Toronto along with several major public sector unions. The participants expressed that the government's interference between employees and their employers (universities in this case), is a violation of the Charter of Rights and their individual collective bargaining agreements. Many participants also expressed that the consultation seemed to be a cover for predetermined outcomes. But it was valuable to attend and be at the table with members of FAUW, CUPE, OCUFA, OPSEU and other employee unions. UWSA voiced support for the education sector as a whole and specifically university employees, students, equity, and some concerns voiced by the unions. A more formal statement on this is forthcoming.

4. Business arising from the previous meeting

Reminder: the employee engagement survey is now underway. To clarify a couple of issues previously mentioned, at least ten people in a given demographic group (e.g. FAUW, CUPE, etc.) must answer a given question or that question's results will not be reported, and anyone with a 12 month or longer contract may participate. Area reps, please encourage your colleagues to participate.

Discussion of various topics.

a) Contract staff are often left out of email announcements. Apparently there are about 22% of staff on contract. Contracts may persist more than two years but years of service are not credited for certain matters. After two years contract workers are eligible for pension participation but often are not promptly informed of this. Maybe there should be mandatory training for managers about the rules for contract workers. Contract researchers and post-docs are neither faculty nor staff. Lecturers and sessionals have faculty status. UWSA might help unrepresented workers to organize themselves.

b) What does it mean to be valued in the workplace? At a previous meeting, someone said her staff group felt like a third world country. Is that at a departmental level, or more broadly? Being valued could be shown by receiving recognition (written and verbal) and respect for

commitments outside of work. A reference to 13 psychological factors was made. Staff activities unrelated to job description, e.g. volunteering around campus, are not given any weight in performance appraisals (though mentioned on the staff activity form), but do officially count for faculty. Some staff feel mistreated by faculty members. Some get no response about requests for USG reassessment. (See Policy 5 for explanation of what to do in that case.) Some get no meeting with their supervisors for their performance reviews. Appropriate USG levels and meaningful performance appraisals would help. There is a project underway to engage an external agency to review the performance appraisal system.

5. Open forum

In light of the university's strategic plan and the pillars on which it rests, please send your thoughts on "What does community mean to you?" to the UWSA president.

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6. Congratulations

The UWSA congratulates 2019 Arts Award recipient Jenny Conroy, who is also a UWSA area representative.

7. Keystone campaign (Brian Dietrich)

Brian highlighted the upcoming Keystone event and made posters available.

8. Staff Enhancement Grant

The biannual opportunity for the staff enhancement grant is open now for UWSA members. Application deadline is June 1. Details will be sent by email and are on the UWSA web site.

9. Golf tournament July 11

Registration is open online now. A prize of \$10,000 for a hole-in-one is sponsored by Johnson Insurance. If you know of an organization that might sponsor prizes, let the UWSA executive know.

10. Summer social survey

The UWSA social committee has a survey underway about summer events. See email sent yesterday.

11. Call for nominations

Four nominating committees are being formed by the Secretariat to conduct searches for new deans. The UWSA appoints a UWSA member to each committee. The deadline is May 21 for nominations. See email sent May 7.

12. Next meeting

Next meeting is June 13. The guest speaker, who was to talk about the LRT's impact on campus, may not be available.

Chair: Steve Bradley

Minutes: RBL