

**Staff Association Area Reps Meeting
Minutes of June 13, 2019**

Present:

- | | | |
|-----------------------|----------------------|-------------------|
| 1. Andrew Urshel | 9. Jackie Serviss | 15. Robbyn Hesch |
| 2. Cathy Logan-Dickie | 10. Lawrence Folland | 16. Raquel Miller |
| 3. Colleen Mechler | 11. Michael Herz | 17. Liam Morland |
| 4. Jenny Conroy | 12. Dave McDougall | 18. Ted Bleaney |
| 5. John Fedy | 13. Annette Dietrich | 19. Karry Kwan |
| 6. Murray Zink | | |
| 7. Sue Fraser | Guests | |
| 8. Tammy Neal | 14. Catherine Bolger | |

Guest speakers Jennifer McCorrison and Melissa Potwarka from Campus Wellness presented the new Wellness Collaborative. The collaborative is a cross-campus partnership to move the Okanagan Charter and Healthy Workplace Statement into action at UWaterloo. Health and wellness is everyone's responsibility, so where can UW do better? An advisory committee is to move forward holistically, which is jointly accountable to Associate Provost, Human Resources Marilyn Thompson and Associate Provost Students Chris Read. There are 20 different stakeholder groups, including UWSA represented on the advisory committee responsible for setting wellness priorities for the campus community. Each member of the Advisory Committee was chosen by their respective stakeholder group. There are opportunities for all staff to be involved and it is not to be a top-down project from Administration. June 25th is the launch date and a monthly newsletter (<https://uwaterloo.ca/campus-wellness/wellness-collaborative/sign-receive-more-info-collaborative>) will be available soon. For now, the *Daily Bulletin* is featuring some wellness champions on campus, including Kathy Becker who started the first staff yoga program using Staff Excellence Funds. For more information, visit the [Wellness Collaborative website](#).

- 1. Approval of agenda.**
Approved.

- 2. Approval of minutes of May 9, 2019**
Approved.

- 1. UWSA elections and road show invitations**

Herz said he was the second full time president to serve UWSA, and said the association is now much effective. But it is difficult to get candidates for this position, probably because members are afraid to leave their departments for a year and/or they feel they do not have the experience or skills to be president. Herz asked that all Area Reps recruit those they think would be good candidates to get their name on this fall's ballot. Herz also offered to do road shows in each department over the summer months so that members are more aware of what UWSA does. Invite your peers, not just for members.

- 2. President's Report: Proposed wage cap of 1%**

Bill 124-: Protecting a Sustainable Public Sector for Future Generations Act, 2019
An Act to implement moderation measures in respect of compensation in Ontario public sector.

LINK: <https://www.ola.org/en/legislative-business/bills/parliament-42/session-1/bill-124>

May 3rd:

- Follow up from the discussion and consultation held in Toronto. In attendance were Post-Secondary Education sector unions, associations and other representative bodies on behalf of faculty and staff of PSE institutions.
- The transcripts record that no one was in favour of government intervention in the rights of employees/employers to negotiation or collaborate on compensation packages.
- No one was in favour of the application of any type of cap on salary
- Many expressed that the consultation was a “sham” and that the actions intended by the government were already determined, and that this process was merely to state that consultations occurred.

June 5th:

- Bill 124 passed first reading in the Ontario Legislative Assembly (OLA)
- 2 more reading are required to pass this act

What I have looked at so far:

- On the OLA website you can view for yourself which [MPP's voted for](#) and against the proposed Act
- The proposed Act is available for review, I encourage staff to read it thoroughly.
- My opinion is that the content of the Act, if passed as it is presented, is far more concerning in approving ministerial authority and powers over other acts and over the rights of employees and employers to negotiate fairly and in good faith. The language within the act is more concerning than what at first glance seems to be the imposing of a 1% cap on salaries:
 - Overrides the Legislation Act 2006, Part III – Regulations
 - Affects Sections of Labour Relations Act, 1995
 - Affects sections of Employment Standard Act, 2000
 - Minister has sole discretion to open/review any employer/employee agreement and determine whether it is in compliance with the Act
 - Impose any regulations
 - The issues are complex, as it may affect funding to PSE, and other restrictions or limitations, for the sector as a whole.

Message from UW Provost announced that at this time, it appears that the current agreement for staff will be in place until 2021-April and then the wage cap will be in effect for 3 years.

IF the Act is passed in its current form, then there is the potential to have our agreement reviewed, due to our status as “unrepresented” in the Act.

UWSA Board struck the Bill-124 Ad-hoc Committee to address concerns, and investigate actions. Your feedback is encouraged.

Q – When does the current salary agreement end?

A – April 2021

Q – Can Area Reps have some wording sent to them to share within their departments?

A – The board’s adhoc committee will provide that for all Area Reps

Q – Will there be updates sent over the summer term?

A – There will be lunchtime sessions set up this summer. Email the president for any suggestions.

Inaction at this point is not an option.

Chair: Steve Bradley

Minutes: Catherine Bolger