

**STAFF ASSOCIATION AREA REPRESENTATIVES**

**Minutes of September 13, 2018**

**Present:**

Andrea Rose Santi  
Charles Boyle  
Dave McDougall  
Jenny Conroy  
John Fedy  
Kathleen St. Laurent  
Murielle Landry  
Sam Vandekerckhove  
Shannon Taylor

Steve Bradley  
**Directors:**  
Lawrence Folland  
Michael Herz  
Jason Gorrie  
Agata Antkiewicz  
Rose Vogt  
Annette Dietrich  
**Guests:**

Catherine Bolger  
Gail Spencer  
Jane Arnem  
Jennifer McCorrison  
Tanya Andrews  
Linda Brogden  
Nasim Shojax  
**Online:**  
Christine Gillis Bilton  
Bill Baer

Guest speaker Jennifer McCorrison, Associate Director, Health Promotion, spoke about the development of a campus-wide mental health literacy training program on campus. Her presentation is online at <https://uwaterloo.ca/staff-association/committees/area-representatives-committee-area-reps/area-rep-programs>

A discussion followed the presentation. Jennifer's group wants feedback for this initiative in its infancy. Members suggested that all managers receive training in mental health literacy to avoid a crisis situation. Social norms across campus should be changed. Mandatory training of all new staff has been taken off the table by UW admin for now as it has been deemed ineffective, and mandatory training is legislated by the province. Several members disagreed with this decision. We may need to advocate at the provincial level to make mental health awareness training part of legislation. It was noted there is a lot of expertise on this campus but those resources need to be shared and easy to access. McCorrison said a health promotions specialist will be hired at some point.

2. Minutes of June 14, 2018 were approved as presented.
3. President's report (Rose Vogt) to be added to the minutes.
- 1) MOA discussions have slowed due to meetings not held in July or August. UWSA members are re-working the original proposed MOA to reflect key agreed upon elements. UWSA MOA committee members have requested typical meeting with any new Provost and fall meetings have been scheduled.
- 2) UWSA Board of Directors (BoD) strategic retreat was held late June 2018 and was very productive. Many discussions on setting a strategy for the future with two outcomes.
  - a) Mission and Vision refresh working group
  - b) Development strategic workplan for BoD

- 3) UWSA hosted Salary Increase session a huge success. Over 100 were able to attend the session, with a very lively question period at the end. If you missed the presentations (either on salary increases or compensation review) they are available from the following URL. Or additional questions contact president.  
<https://uwaterloo.ca/staff-association/news/uwsa-hosts-info-sessions-salary-increases>
- 4) The University of Waterloo (UW) has begun its new Strategic Planning process call “Bridge to 2020” and it is the hopes of the UW and UWSA that staff can find the time to participate. Staff can attend any of the general sessions, however TWO are specifically for staff (Sept-28<sup>th</sup> & Nov-08<sup>th</sup>). The link to find information and register for sessions  
<https://uwaterloo.ca/strategic-plan/bridge-to-2020/>  
<https://uwaterloo.ca/strategic-plan/bridge-to-2020/events>
- 5) As part of [2018 – 2020 salary agreement](#), there are additional work to commence. More details will be available on how the UWSA will be moving forward with these critical working groups. Please send any questions, comments or input to president.
  - a) Staff Salary Gender Equity Working Group
  - b) Performance Appraisal System Working Group
- 6) Upcoming UWSA elections, please consider getting involved, whether finding or becoming a candidate yourself. Reminder the Annual General Meeting (AGM) is scheduled for October 25<sup>th</sup>, 2018.  
<https://uwaterloo.ca/staff-association/news/election-2018-call-nominations>
- 7) Finally, I’m working on a format to reach out various locations of campus, starting with the three off-campus UW sites. Look for additional information to follow, however my goal is to have informal yet frank conversations between the president and UWSA members (with healthy snacks of course).

Michael Herz encouraged members to consider putting their names on the ballot for director or president-elect positions. Nominations close on Sept. 25.

4. Area Rep Outreach Team report (Shannon Taylor)  
 Taylor shared that this committee is quite small, with just 3 members. She asked that anyone interested in helping fill gaps in areas that have no representatives.
5. Open forum  
 The possibility of UW becoming a smoke free campus, like McMaster and Guelph, was discussed. Reaching out to those 2 universities who have gone smoke-free would be beneficial. McCorriston offered to send a link the a training session on how to go smoke-free on a university campus to all area reps. (Followup – that session was sent to UWSA and shared with all Area Reps following the meeting). Brogden shared that there is currently no cessation programs offered through the staff’s benefits. She said that programs could be brought to campus from outside. Michael Herz noted that unless there is a groundswell of support with a petition to Admin, staff cannot control this issue. Feedback should be sent to the chair of this meeting, Shannon Taylor.  
 Upcoming events hosted by UWSA:  
**Save the Date – November 28** UWSA is hosting a cocktail reception and private performance of Shear Madness, a comedy, in St. Jacobs Schoolhouse. This is a production by Drayton Entertainment. \$40 per person. An email will go out soon.

**UWSA Craft Sale** is celebrating 25 years on this campus! Being held Nov. 29 and 30<sup>th</sup> in DC Fishbowl. Adding vendors this year, including a group effort from Engineering department.

Winterfest is Dec. 4<sup>th</sup> at CIF. An order form for toys will be sent to all members on **September 21<sup>st</sup> and has a deadline of October 26** Melissa has chosen some awesome toys for children ages 3 to 13. Price TBD.

This Sunday, Sept. 16 is the last day for members to access our discount partner **Columbia Sportswear** Employee Store in London.

We are planning an outing to see a **Blue Jay game next June**. Stay tuned.

If you'd like to join the Fundraising and Social Committee, contact Catherine Bolger.

6. Next Area Rep meeting will be October 4, 2018. Come out and meet your UWSA board candidates.

CB