

**Staff Association Area Reps Meeting
Minutes of June 13, 2013**

Present

Ray Butterworth
Lawrence Folland
Trevor Grove
Jessica Bondy
Murray Zink
Gail Spencer
Jeremy Steffler
Lawrence Folland

Robyn Landers
Stephen Markan
Carlos Mendes
Annette Dietrich
Barbara Blundon
Dianne Foreman
Trevor Grove

1. Approval of Agenda

Approved as published..

2. Approval of Minutes of May 9, 2013 Area Reps Meeting

Accepted as published.

3. Business arising from minutes

Parking services has published revised guidelines for parking. There's a link to it on the UWSA web site.

4. Appreciation lunch

Coming up June 20. Please reply to Melissa.

5. Staff Engagement Survey (Carlos Mendes)

Some students and UWSA directors tested the survey; some adjustments were made. Will be released next week; watch for announcement. Fabulous prizes will be awarded. (The external consultants running the survey will know who responded, but we won't. HR will know only USG level and department or group of departments.)

Question: was it confirmed that the consulting organization meets PIPEDA or signed a confidentiality agreement? Trevor Grove will check.

6. Staff Lifecycle (Carlos)

Phase 2 data collection now completed. Report is imminent.

7. Summer UWSA Representatives meetings

There aren't any. See you in September.

8. Other Business – operations of UWSA

The directors have been discussing operation of the association. Many issues make it hard for the board, especially the president, to carry out the role with the present release time terms. Have been discussing this with the UW Administration. Proposal is to make the position of

president a full time one year secondment. Would require constitution changes -- president-elect, president, past president -- so a three year term rather than four year.

Have agreement from Provost to pay for half the job up to \$50K. Would likely need membership fee increase to cover the other half. The three-part presidential sequence gives home department time to arrange for backfill by the time president-elect becomes president. President-elect and past president would get some release time, as directors do.

Also proposing to change term of directors to three years from two to match (and add a ninth director). This would help increase stability, simplicity (elegance) of explanation, and effectiveness.

Full time president enables more focus. Expectations for service and volume of work are increasing over the years; very hard to do with current release time. Two year full time term would be even nicer, but probably unlikely to get people to take the position.

Two fee changes proposed (one unrelated to changes in president).

- 1) Change from the three flat fees to percentage. Improves fairness, and also yields slight revenue increase which we haven't had in six years.

- 2) Set the ongoing percentage according to whether the full time president proposal is approved.

All these changes would require special general meeting in July to approve in time for regular fall AGM and elections. Another constitutional change would provide for improvements to the indemnification of the directors.

Chair: Stephen Markan

Minutes: RBL