

**Staff Association Area Reps Meeting  
Minutes of September 12, 2013**

**Present**

Stephen Markhan  
Annette Dietrich  
Barb Yantha  
Lawrence Folland  
Trevor Grove  
Carrie Hunting  
Priscilia Carrara

Dianne Foreman  
Darlene Ryan  
Robyn Landers  
Carlos Mendes  
Jason Gorrie  
Lawrence Folland

Trevor Grove  
Tom Graham  
Theresa Dam  
Murray Zink

---

**1. Approval of Agenda**

Add mention of newsletter.

**2. Approval of Minutes of June 13, 2013 Area Reps Meeting**

Accepted as published.

**3. Business arising from minutes (Carlos Mendes)**

Staff engagement survey is completed, analysis finished, results will be released next week on UWSA web site. Just under 40% of UW staff completed the survey. There were some pleasantly positive surprises. There were also some pockets of dissatisfaction.

Questions and discussion:

Some discussion of the Hay system and merit inconsistency arose. Carlos will look into repeating the explanatory session we had on this topic some time ago. Some specific areas will be selected for attention and highlighted at the fall AGM. Development of management acumen is widely seen as top priority. Hiring process for new AP of HR is underway.

Staff lifecycle report has been posted on UWSA site. Provost has seen it. Expecting short/mid/long-term plans from Provost's office.

Changes proposed for UWSA executive, release time for president, and membership fees etc. as outlined at June 13 meeting were passed at the AGM.

**4. Call for volunteers for December 8 Winterfest (Lawrence Folland)**

Winterfest typically has skating, a Santa with presents for kids, and crafts. Thinking about adding a variety of other activities for kids to enjoy. Do you have suggestions of people with fun skills (e.g. juggling, balloon figures, etc.) to contribute? Suggestion arose to contact ESQ and other outreach groups, to use their existing programs for this.

**5. Call for Nominations**

Think about standing for nomination, or nominating someone.

**6. Newsletter**

Expect the next edition soon.

## **7. Other Business**

Any news about search for Provost? Carlos will inquire.

Lawrence asked for feedback on recent changes. It was suggested that there should have been an information meeting before the decision meeting; technical problems should be fixed before the meeting; speakers should identify themselves, not assume everyone knows them; need better coverage by area reps.

Murray Zink reported recent successes in improving certain safety issues and encourages bringing such things to Plant Ops as previously suggested.

Chair: Carlos Mendes

Minutes: RBL

Next meeting: October 10