1. Land acknowledgement

2. Moment of silence for the children, families, extended families, caregivers and friends of the 215 children whose remains were recently discovered on the grounds of former Kamloops Indian Residential School

3. Presentation: Open Forum with Dr. Feridun Hamdullahpur, President and Vice-Chancellor
   • Introduction by Steve Bradley
   • Comments from President Hamdullahpur:
     o Thank you for the invitation.
     o UW staff are different. So engaged and involved in the mission of the institution. Over the years, talked with so many staff and saw how engaged through two strategic planning exercises, and participation in the sessions and townhalls. As President, could not have asked for more. Staff have also been incredibly open, both when not in agreement and when liked the work being done.
     o A great moment was an informal discussion with staff on innovation. Staff said this was something they wanted to be a part of and contribute to, in addition to students and faculty.
     o Proud of what have accomplished together over the past 11 years. Incredibly passionate about the institution and the biggest yard stick is to see the success of our students, the global recognition of Waterloo, how institutions around the world want
to partner with us and seeing the impact we make to society and quality of life of others.
- The growth of the university over the past 11 years is about the people and we have transformed into a globally recognized and respected university. Am confident it will continue and couldn’t have done it without the staff.
- Waterloo staff are awesome. Staff get a gold medal in terms of engagement and involvement. A great big thank you to all of you, especially over the last 15-16 months. You have endured hardships. It has not been easy. You are not taken for granted. The ship stayed afloat, and we sailed.

- Q&A

Q: Besides the pandemic how has UW changed while you’ve been here?
A: The University is where you don’t need to make choices – students come first, knowledge creation comes first and caring for others comes first. These are all first and front and centre. Student attrition was a problem and student success centre was created and is impactful, and the strategic plans were created and implemented.

Q: Gail Spencer: Thank you supporting and signing Waterloo’s Commitment to a Healthy Workplace. This statement is a starting place. We aren’t there yet but we use the statement as a goal and guiding star to get commitments and bring people together in unity and is something to advocate for.
A: Agree that we aren’t there yet and there will always be something to improve but good to be able to openly discuss these statements and that we don’t lose focus. We cannot take staff for granted and what it means to balance life with the University’s priorities.

Q: Agata Antkiewicz: In 5-10 years time, if you were to have a lunch with incoming President Goel what you do you hope they would tell you?
A: Have known Vivek for a number of years. Hopefully we won’t have to wait for 5 years to have that lunch and I have no plans to leave the community or retire. I want to see a continuation of the exponential growth of the University on many accounts. Institutions like ours, we’re like a train, the track is there, and the train is there. It takes horrible leadership to take it off the track so instead we ask how fast can the train go?

Q: Lisa Habel: What do you plan on doing with your “spare time”?
A: I will take a little bit of time. July is vacation time. I remain involved with my research work, PhD supervision and on a number of boards.

Final comment from President Hamdullaphur: Thank you so much. I will always be part of and connect with Waterloo.
Final comment from the UWSA: All the best with your vacation and your return!

4. Report from UWSA President Kathy Becker (*full report found below as Appendix A)
- Announcements
  - Incoming President Goel will meet with Area Reps within first few weeks in office. A meeting is being schedule for Jul 15, 2021, 12-1pm.
    - President Goel is hoping to hear from staff on the strategic plan and on post-pandemic planning:
      - What are the top priorities and why?
What we think in terms of communication between UW administration and staff?
- Submit q’s to UWSA by Jul 1, 2021. Will be shared with the President’s Office in advance of the meeting.

6 open committee positions to fill. Looking for those with interest and skills for the following:
- UWSA Nominating Committee (2)
- UWSA Chief Returning Officer (1) (Mentorship/support available for who takes on this role)
- Dean of Environment Nominating Committee (1)
- Joint Health and Safety Committee (1)
- Employee Assistance Program Committee (1)

Q: Comment from Agata Antkiewicz: I have had the opportunity to sit on the nominating committee. This is a super important committee as it chooses reps from across campus to be on important committees. Chief returning officer is important. If we don’t fill this role, we can’t run the UWSA elections so this is vitally important to the UWSA.

Staff Virtual Equity Circle Conversations taking place over the summer to support awareness and opportunity of diversity, equity and inclusion. Open to individuals with or without lived experience.
https://uwaterloo.ca/staff-association/news/spring-2021-waterloo-staff-virtual-equity-circle

Dr. Christopher Taylor’s Confronting Anti-Black Racism e-learning course now available to all Waterloo students, faculty and staff
Kathy is enrolled - connect with her if you want a study buddy for this course.
Confronting Anti-Black Racism e-Learning Course Registration | Human Rights, Equity and Inclusion | University of Waterloo (uwaterloo.ca)

UWSA-UW Memorandum of Agreement
- The MOA committee has reached the agreement in principle stage with the University. This draft can now be shared will staff. Invitations for information sessions and the draft will be sent out.
- Copy of the MOA draft is available in the Teams chat
- Q&A

Q: What does agreement in principle mean and what are the next steps
A: UW and the UWSA are in agreement about in what’s in the MOA. Staff haven’t seen the agreement and it isn’t signed. Next steps: consultations with staff (UWSA needs to be able to say with confidence that staff support the MOA before it can be signed). Looking to have this ready for the October 2021 Board of Governors meeting. If approved, it is then implemented. It has taken years to get to this point, and we don’t want to stall out. The draft includes provision for annual review after the first two years so this should be taken into consideration.

Thank you to UWSA’s co-op student Gaga Chow!

Q&A

Q: Is there any updates on issues raised earlier related to increase costs of pension and
benefits and the merit system

A: We’re continuing to work with the Pension and Benefits committee and the Holistic Benefits Working group to discuss mitigating the impact of increases or finding a different approach. UWSA is working with the University administration to discuss a review of the merit system. This is going to take time.

5. Approval of minutes from May 13, 2021
   Approved.

6. Other business
   None.

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Next meeting: July 15, 2021, 12-1pm. Guest: incoming President Vivek Goel

Chair: Lisa Habel
Minutes: JM

Appendix A

President’s Report
to the UWSA Area Representatives Committee
2021-06-10

Good afternoon. I have a few quick announcements to make, and then I’m going to share some news about our Memorandum of Agreement.

First, incoming UW President Vivek Goel has agreed to meet with this group within his first few weeks in office. This is a great opportunity to start building a strong relationship between staff and our new UW President, so be sure to set aside July 15 from 12 to 1 in your calendar. Vivek is really hoping to hear from staff as he thinks about the strategic plan and the future of a post-pandemic university. He wants to hear from staff, so come prepared to share your thoughts on what you see as the top priorities UW should focus on and why. Vivek would also like to hear any recommendations you may have in terms of communication between UW administration and staff.

And in order to make the most of our time with Vivek, we ask that you submit any questions to us by July 1. We will share them with the President’s Office in advance so that Vivek joins us with an understanding of the issues we’d like to hear about. Send your questions to uwsa@uwaterloo.ca.

Second, we have six open positions to fill, and we’re looking for folks to step up. If you have interest or skills in the following areas, please consider putting yourself forward.

1. UWSA Nominating Committee (two staff members)
   a. This group reviews and recommends applications from staff members for these positions.
2. **UWSA Chief Returning Officer (CRO) (one staff member)**
   a. This role manages our election process, which begins in August and concludes in November each year. We’re very fortunate that our past CRO is available to mentor and support whoever takes on this role.

3. **Dean of Environment Nominating Committee (one staff member from the Faculty of Environment)**
   a. This group will review candidates and recommend the next Dean of Environment.

4. **Joint Health and Safety Committee (one staff member from main campus)**
   a. This group receives health & safety training and works to limit health & safety risks to UW employees.

5. **Employee Assistance Program (EAP) Committee (one staff member)**
   a. This group serves an advisory role to UW on the Employee and Family Assistance Program. This is an important program that provides mental health and other supports to employees and their family members.

Third, **Staff Virtual Equity Circle Conversations** are taking place over the summer, and members are invited to join one of these Monday or Thursday afternoon sessions. These facilitated sessions provide an opportunity to discuss and explore issues related to diversity, equity, inclusion, and belonging from a variety of perspectives. These Circle Dialogues are open to individuals with or without lived experience, and they are limited to 10 participants in each session. You can find topics for each session and how to register on our website, or reach out directly to the facilitator, Jeremy Steffler.

I’d like to add that I have signed up for the Confronting Anti-black Racism E-learning Course being offered by Dr Christopher Taylor. It’s a self-paced online course, and I would be happy to work through this with anyone who’s interested – we could form a study buddy group! You can find out more and register at https://uwaterloo.ca/human-rights-equity-inclusion/equity-office/confronting-anti-black-racism-e-learning-course-registration

Okay, that’s all for announcements – on to the Memorandum of Agreement, or MOA.

I am beyond thrilled to announce that your MOA committee – which includes Bill Baer, Lawrence Folland, Michael Herz and me – have reached the agreement in principle stage with the university. This is a big deal. It means that we can now share the current draft with you, which we have been eager to do for quite some time!

In terms of next steps, we’ll soon be inviting staff to MOA sessions where we’ll explain the improvements to our MOA and what they mean for staff. One big improvement that will strengthen our ability to effectively serve the interests of staff is that all new staff hired at UW after the signing date of the agreement who have a USG assigned at hire, will automatically become members. You’re welcome to review the full agreement in principle; Catherine will share the link in the chat window now, and it will be sent to all UWSA members before the end of this week.

Today I’d like to extend a thank you to our amazing co-op student, Gaga Chow. Gaga is our Research and Special Projects Assistant, and I’ve taken to calling her the project monster – she chews up...
projects and spits them out! So thank you, Gaga, for your time and your excellent work over the past 6 weeks. And on a related note, I don’t know how many of you have had the opportunity to hire a UW Co-op student, but I’ve done it many times, and I wholeheartedly recommend it.

*Prepared by Kathy Becker*