

**Staff Association Area Reps Meeting
Minutes of February 11, 2016**

Present:

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|----------------------------|-----------------------|-----------------------|
| 1. Annette Dietrich | 13. Peggy Day | 25. Murielle Landry |
| 2. Cathy Logan-Dickie | 14. Patricia Duguay | 26. Lowell Williamson |
| 3. Christine Gillis Bilton | 15. Robyn Landers | |
| 4. Ena Devedzija | 16. Shaz Rahaman | |
| 5. Edward Chrzanowski | 17. Sue Oestreich | Guests: |
| 6. Jennifer Calbery | 18. Tammy Vicicevich | 27. Jackie Serviss |
| 7. Jenny Conroy | 19. Victoria Bambrick | 28. Hanneke Smolders |
| 8. Jeremy Steffler | 20. Michael Herz | 29. Nancy Collins |
| 9. Kristen Deckert | 21. Jason Gorrie | 30. Saja Al-Bioladi |
| 10. Lori McConnell | 22. Carlos Mendes | 31. Jennifer Moll |
| 11. Marina Ivanova | 23. Tim Ireland | 32. Catherine Bolger |
| 12. Murray Zink | 24. Terry Labach | |

1. Approval of Minutes of January 14, 2016 Area Reps Meeting

Accepted.

2. Approval of agenda

Approved.

3. Business arising from the minutes

None.

4. Nancy Collins (Associate Provost, Human Resources)

Michael Herz introduced Nancy Collins, UW's Excellence Canada representative. This program is about fostering a robust employer employee relationship. Nancy's role is to coordinate these types of things and move them along.

5. Subcommittee update (Christine Gillis Bilton)

A subcommittee of eight has met twice so far to review coverage of areas by area reps.

6. Candidates for President-Elect

The two candidates for president-elect are Jackie Serviss and Hanneke Smolders. Each introduced herself and outlined her background, previous work, and topics to focus on if elected.

7. President's report (Michael Herz)

Polls are open for president-elect until next Thursday, February 18. A Special General Meeting (SGM) will take place on February 25. Please encourage others to attend.

If someone who is not at the moment a member of UWSA wanted to vote, they could become a member and then be eligible, but would have to use a paper ballot, as it's too late for electronic ballot. For the SGM, any member who won't be there can be represented by another member if they provide a proxy form to the UWSA office DC3603 at least 24 hours in advance.

At PACSC, a staff compensation review is getting underway now. Will post an RFQ for a consultant to conduct a survey. This is something staff have been asking for. The staff compensation review compares certain selected positions at UW with similar positions in other organizations to assess salary competitiveness. A review of equity across campus is another matter that could follow. (Benefits are another matter, under P&B committee.)

Susan Oestreich has taken on the role of organizing speakers for UWSA reps meetings and collecting feedback.

Changes to EAP committee: UWSA and FAUW worked together to get counselling service put in place for staff and faculty. This was announced in late January.

Michael attended a session of the Leadership Essentials course. Highly recommended. Deadline is February 29 to enroll. See OHD web site.

A mechanism for UWSA "working groups" has been worked out. The first one - a co-op employer working group -- is underway. Another is an IT review of UWSA. A third involves formalizing staff grievances. A fourth will focus on leaves of absence (illness, maternity, etc.)

8. Roadshow review (Michael Herz)

While conducting "roadshows" with a focus mostly on encouraging interest in the president-elect role, Michael realized that an ongoing roadshow about UWSA's activities and value would be worthwhile. He previewed this revised roadshow for us. He's available to present it at staff meetings etc. when invited.

Chair: Michael Herz

Minutes: RBL