

**Staff Association Area Reps Meeting
Minutes of May 12, 2016**

Present:

Annette Dietrich
Cathy Logan-Dickie
Jennifer Calbery
Jenny Conroy
Katy Wong-Francz
Lori McConnell
Lorraine Albrecht
Luanne McGinley

Rose Vogt
Marina Ivanova
Murray Zink
Murielle Landry
Paula Ann-Zahra
Robyn Landers
Sue Oestreich
Tammy Vucicevich

Lawrence Folland
Michael Herz
Terry Labach
Jackie Serviss
Kathleen St. Laurent
Catherine Bolger
Gail Spencer
Saja Al-Biladi

1. Guest speaker Nancy Heide, Velocity

Velocity started in 2008 as a mobile and media incubator, inspired partly by the creation of Facebook by a couple of university students. Has expanded beyond just apps. Now up to about 80 companies in incubation. There will be a grand opening for new space in the former Google building this fall. It'll be the largest such incubator in the world. Space was contributed by Google and some renovation expenses donated by the city.

Three programs are Velocity Residence, Velocity Science, and Velocity Start, along with the Velocity Garage workspace. Velocity Science is on campus, acting as an aid to the research side of product development. Velocity Start is on campus in renovated space in SCH. Workshops about starting a business are held there on Wednesday nights. Includes a 'maker' space as well. Velocity is trying to draw non-STEM students and women to entrepreneurship.

In 2011, the founder of Kik offered seed money to start a Velocity Fund used to give awards to students or recent grads for space in Velocity Garage and for company start-up expenses (often hiring a co-op student).

Velocity is funded by UW, provincial grant, federal grant, and donations. Velocity takes no fees or equity from the companies it supports. It's a great differentiator to make UW attractive. There's no other university out there doing it the way it's being done here.

2. Approval of minutes of April 14, 2016 Area Reps Meeting

Accepted.

3. Approval of agenda

There will be no report from the membership subcommittee.

4. Business arising from the minutes

None.

5. President's updates (Michael Herz)

Approved five projects using Staff Excellence Fund. Now switching to continuous project proposal cycle instead of periodic.

Tenders are being reviewed for the new Employee and Family Assistance Plan. EFAP will include counselling for staff and their families. Salary review is going to tender soon.

We now have a draft version of a Memorandum of Agreement between staff and the University. Key aspects are inclusion of binding arbitration and revisions of Policies 33 and 36. With these factors the relationship between staff and the University will be more like that of faculty. The next Area Reps meeting will focus entirely on specifics of this MoA. Please invite people to this.

Still need nominations for the nominating committee. It's fundamental to equipping all the other committees. Please invite people to this too. Need two directors and a president-elect to be chosen at this fall's elections.

6. Survey results

Attendance was very high at last month's meeting. We did a survey asking the attendees about their reasons for attending. Of those who responded, roughly 54% said it was because they attend regularly, 31% for the P&B topic, 8% because they haven't attended for a while, 8% other reasons. MoA, compensation, benefits, vision care, and performance appraisals were among the topics they'd like to hear about. A report on this survey is posted at <https://goo.gl/Fcelq3>

7. Other business

More questions arose about the pension management issue. It turned out to be a good opportunity to work with FAUW and CUPE as all were concerned about the attempt to merge pensions into more aggressive investments.

If UW is going to promote exercising for staff health, where are shower facilities? A few buildings have some, but other than the PAC, maybe not many are for general use.

Is there a list of all the prayer rooms on campus? Check the Equity Office web site and if not published there, ask the Equity Office director.

Chair: Michael Herz