

**Staff Association Area Reps Meeting
Minutes of September 11, 2014**

Present

Erin Campbell	Terry Labach	Gail Spencer
Theresa Dam	Robyn Landers	Melissa Zapletal
Lawrence Folland	Barb Blundon	Luanne McGinley
Dianne Foreman	Stephen Markan	Rose Vogt
Christine Gillis-Bilton	Carlos Mendes	Sue Oestrich
Katie Damphouse	Jessica Bondy	Lori McConnell
Tom Graham	Gwen Bender	Stephanie Filsinger
Michael Herz	Darlene Ryan	
	Jackie Serviss	

1. Approval of Minutes of June 5, 2014 Area Reps Meeting

Some clarification of "360 evaluation" was provided.

2. Approval of Agenda

Today's guest speaker, M. Ehabrim from the Secretariat office, had to cancel and will be rescheduled.

3. Business Arising from the Minutes: Process for new hires

Melissa now visits all new staff members to welcome them and provide information about UWSA.

4. Roundtable discussion

4.1 UWSA membership level

Carlos began with some discussion about declining membership occurring because automatic membership is no longer allowed, and new staff are not signing up at a high rate. If this continues, UWSA may no longer be the official representative of staff.

The fee increase did not lead to people leaving UWSA, nor is there a higher abstention rate among new staff at higher USG levels where the fee is higher, so although some people were not happy about higher fees, it did not cause the declining membership. UWSA fees are lower than what union dues would be.

All grad students must pay GSA fees. All faculty must pay FAUW fees even if they are not FAUW members. Should UWSA do likewise for staff?

Can't follow up with new employees by email due to the new anti-spam legislation until we get legal advice confirming legitimacy. Maybe do a Daily Bulletin article about the membership issue. Maybe make use of area reps to follow up in person with new staff. Maybe hold a referendum in combination with some other high profile topic like salary negotiation.

One possibility is to negotiate with the University to make UWSA dues a condition of employment (as it is for faculty). But UWSA does not have binding arbitration capability with

the administration, unlike CUPE and FAUW, which is a point of some concern if UWSA dues were required for all.

UWSA does represent contract staff but only for certain policies.

4.2 Career and Counselling Services

The position of career advisor for staff has been vacant for quite some time. It was funded by special means. This will be addressed at PACSC soon. Also, the Employer Employee Relationship group is looking at benefits and the Employee Assistance Program. More information at our next meeting.

4.3 Relocations

Some departments are moving to new buildings and are quite unhappy, e.g. going from offices to cubicles. Concerns and suggestions don't seem to be taken into consideration. UWSA may be able to help individuals who are specifically adversely affected by a change in work environment but not generally to try to prevent such moves.

Chair: Carlos Mendes

Minutes: RBL