• The UWSA is and has been the official representative and voice of all Regular staff since 1975
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The UWSA is an integral part of the operation of UW.
Collaborative Decision Making
Most UW issues are dealt with collaboratively and draw people from the four employee groups:

- **Administration** (~100)
- **Faculty** (~1200)
  - FAUW
- **Union Staff** (~400)
  - CUPE
- **Regular Staff** (~2800)
  - UWSA
UWSA Core Activities

We work to enhance your work experience

Committees and Working Groups

• Represent Staff at all levels of the University and Community
• Directly involved in policy & guideline review and development
• Promote wellness and work/life balance
• Promote a positive, safe & equitable community

Policies class S & FS

• #5 – Salary Administration
• #6 - Vacation
• #16 – Overtime
• #18 – Staff Employment
• #36 – Dispute Resolution for USS
• #39 – Leaves of Absence for Staff
• #47 – P/T teaching for F/T Staff
• #54 – Definition of Staff

• FS Policies: #1, #4, #14, #23, #24, #28, #33, #38, #56, #59, #62, #67.
Staff Advocacy
Helping to make workplace culture a priority

A Unique Relationship & Wide range of support

Confidential advice, assistance, and advocacy

Member’s Advisory Committee

Formal Policy 33 and Policy 36 assistance
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CHECK-IN WITH US FIRST!
UWSA places ~30 people in ~40 UW positions

Including:

• **Staff Relations Committee (SRC)**
  • Deal with issues affecting staff
  • Follow up on processes and unit reorganizations
  • Approves reorganizations

• **Provost’s Advisory Committee on Staff Compensation (PACSC)**
  • Determine the annual salary increase – 3-year
  • Working Group on Performance Appraisal process and
  • Working Group on Gender Equity
  • Staff Excellence Funding approval

• **Pension & Benefits Committee**
  • Improved the dental benefit to cover 95% of cost.
  • For many the savings realized from dental coverage may be used to offset vision costs.
UWSA Standing Committees

~25 people in ~35 positions and there are ~60 Area Representatives

- UWSA Board of Directors
- Members Advisory Committee
- Nominating Committee
- Communications & Membership Committee
- Staff Enhancement Grant Committee
- Fundraising & Social Committee
- Governance Committee
UWSA Member Services

- Staff Advocacy
- Legal Advisor
- Financial Advisor
- Awards and Grants
- Staff Enhancement Grant
- Fundraising & Social
Get Involved with Your UWSA

AREA REPS
Give Feedback

Attend an Area Reps meeting... *remotely!*

Join the Area Reps meetings using Adobe Connect
https://uwaterloo.ca/staff-association/events/area-reps-meeting-3

Join in UWSA events

BECOME A MEMBER
30th Annual Winterfest Dec. 2018

25th Anniversary Craft Show & Sale Nov. 2018

Blue Jays vs San Diego Padres Bus Trip Sunday
May 26, 2019 1:00 pm
Discounts
QUESTIONS & FEEDBACK

https://uwaterloo.ca/staff-association/

UWSA Offices DC 3603

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