

## **Salary and Benefits Committee 2020 AGM Report**

**Committee Members:** Jo-Anne Ray (Chair), Cecilia Bernabe, Kris Nordgren, Deena Coburn, Vince Wong, Nancy Bart (to August 2020), Ellen Yap, Jill Sutherland, Ian Hayashi, Wanda Dekleva

**Consultant:** John Wilson

**APSA Staff:** Andrew Boden, Angela Vass, Lakshmi Gosyne

### **Bargaining**

The APSA bargaining team has met regularly throughout 2020 to prepare for bargaining. This has included updating and refining proposals in the following key areas:

- Total Compensation
- Health and Wellness Benefits
- Professional Development
- Temporary Employee Redress and Equity
- Hours of Work
- Human Rights
- Leaves with and Without Pay
- Salaries and Salary Administration
- Severance Pay
- Association and University Relations

There have been significant challenges to the process. One is resolution of the [Colin Taylor Award](#) (to be arbitrated in January 2021) and the other is COVID-19.

Recognizing the many uncertainties posed by the pandemic, and aware that other employee groups (TSSU and CUPE) were reaching Memorandums of Agreement with the university, the bargaining team determined that it was in APSA's best interest to try and work out a similar if not better arrangement with SFU. We approached the university to initiate discussions, and a series of negotiations ensued from April to July 2020.

Unable to reach an agreement, we issued notification of our intent to move to formal bargaining on July 30. This included providing a timeline for formal negotiations that would have had us commence bargaining on October 29. The university declined our invitation to bargain citing resolution of the Colin Taylor Award as a key rationale for their response. While we have had one more informal discussion with the university to explore the possibility of reaching an interim agreement, the time for an expedited process has passed, and we are

committed to commence formal negotiations. We have consequently grieved the university's unwillingness to bargain, and that process continues to unfold.

We're disappointed that we couldn't reach an agreement with the university, but we feel it's in your best interests to press ahead. There are many issues you identified in our last survey that require attention, in addition to the basic key elements of the government mandate:

- Three-year term
- General wage increases of 2% in each year
- Ability to negotiate conditional and modest funding that can be used to drive tangible service improvements for British Columbians

Your Salary and Benefits team remains committed to bargaining the best possible agreement for you, our members.

**Current Bargaining Team Composition:**

Jo-Anne Ray – Spokesperson

Kris Nordgren

Ellen Yap

Jill Sutherland

Vince Wong

Wanda Dekleva

**Staff Support:**

Andrew Boden

Lakshmi Gosyne

Angela Vass

**Bargaining Consultant:**

John Wilson

*Annual report prepared by Jo-Anne Ray.*