

Salary and Benefits Committee 2019 AGM Report

Committee Members: Jo-Anne Ray (Chair), Cecilia Bernabe, Kris Nordgren, Deena Coburn, Vince Wong, Keith Horne, Nancy Bart, Ellen Yap, Jill Sutherland, Ian Hayashi

Consultant: John Wilson

APSA Staff: Andrew Boden, Angela Vass, Lakshmi Gosyne

Preparation for Bargaining

The APSA Salary and Benefits Committee has met regularly commencing April 2019 to develop proposals for bargaining with SFU. Part of the proposal development process was to craft a member survey to get a sense of potential bargaining priorities. The survey represented an important tool in identifying key areas for negotiation.

The work of the committee has been guided by the necessity to present proposals that begin to address APSA's role as a valued professional employee group deserving of appropriate professional respect and treatment by the university. The goal is to conclude an agreement between SFU and APSA in a spirit of mutual respect and the fostering of a positive relationship moving forward.

The committee worked hard over the summer months and into the fall to develop a set of proposals in keeping with the government's 2019 Sustainable Services Negotiating Mandate.

Key elements of the 2019 mandate are:

- 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.

Proposal Categories

In no particular order of priority, the Salary and Benefits Committee identified and presented to the APSA Board on October 28 the following areas for negotiation:

- Total Compensation
- Health and Wellness Benefits
- Professional Development
- Temporary Employee Redress and Equity
- Hours of Work
- Human Rights
- Leaves with and Without Pay
- Pension Plan

- Salaries and Salary Administration
- Severance Pay
- Association and University Relations

In addition, the Salary and Benefits Committee recommended to the APSA Board for approval on October 28 the following Bargaining Committee composition and staff/consultant support during formal bargaining:

Bargaining Committee:

Jo-Anne Ray – Spokesperson

Kris Nordgren

Nancy Bart

Jill Sutherland

Vince Wong

Alternate: Keith Horne

Staff Support:

Andrew Boden

Lakshmi Gosyne

Angela Vass

Bargaining Consultant:

John Wilson

Bargaining is likely to commence in the new year. The Bargaining Committee will be meeting regularly between now and the start of formal negotiations to prepare.