

Advocacy 2024

COMMITTEE REPORTS

COMMITTEE MEMBERS	Jerome Francis	Arlette Stewart	STAFF SUPPORT:	
	Andrea Barbera	John Spiteri		Andrew Boden
	Mike Peregrine	Michelle Tri		Tracey Ferris Aicha Etrew

This year, the committee faced unprecedented advocacy challenges at SFU. The cases we supported revealed concerning trends at the University, including mass layoffs and restructuring, unbalanced hybrid work arrangements, overtime compensation issues, and a significant increase in bullying and harassment concerns and complaints.

We have engaged with 638 of you, listened to your concerns, provided support, and represented your interests with SFU. In the Spring, we supported 36 APSA members who were position eliminated, ensuring the terms and conditions associated with their departures were fulsome and fair, and we grieved 5 of these cases with the employer; those cases remain under negotiation as we seek proper resolution.

APSA is dedicated to supporting our members facing health challenges, accommodation needs, and sick leave. We assist members in accessing resources under AD 10.08, Article 7, to foster a comprehensive approach to

wellness. We are committed to helping members achieve and maintain balance, whether that involves casual sick leave or a long-term recovery plan.

This year, we resolved several AD10 policy grievances covering pensions, inappropriate discipline, and position eliminations. Additionally, we filed grievances under the Basic Agreement related to professional development access for temporary employees and concurrent sick leave.

We are pleased to share that we resolved a significant pension grievance affecting some of our members aged 65 and over through a settlement with SFU.

There is a growing concern regarding the rise in inquiries and complaints about bullying and harassment. Many members have shared their experiences with APSA, but current mechanisms outside of GP 47 are often inadequate for resolving these issues. APSA is working with relevant offices to advocate for better processes to address formal complaints and

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proactively resolve concerns before they escalate.

Our November newsletter highlighted the serious concern of termination without cause. We encourage you to read Andrew Boden’s “Termination without Cause: Some Troubling Developments” article for more details. APSA is actively seeking options to address this issue.

Finally, we want to thank all the APSA volunteers on our Advocacy Committee for their dedication to serving our members in times of need. Thank you to Mike Peragine, John Spiteri, Jerome Francis, Andrea Barbera, Michelle Tri, and Arlette Stewart.

Members helped: 638
Consult time / Intakes: 306.5
Research Time: 119
HR Time: 196.25
Follow-up Time: 345.5