

## Joint Compensation Review Committee 2024

# COMMITTEE REPORTS

**COMMITTEE MEMBERS** Stephanie Stewart  
David Harvey

**STAFF SUPPORT:**  
Andrew Boden  
Lakshmi Gosyne

This year the JCRC met three times. One difficulty in meeting more regularly has been the impact of bargaining (both for salaries and benefits and the Basic Agreement) and mass layoffs at SFU on participant availability. Moreover, one critical SFU member of the JCRC, SFU’s director of total compensation, was also unavailable for a number of months as the role went unfilled until approximately May 2024.

The most critical issue facing the JCRC is the completion of the 2018 market survey by Mercer to determine APSA member market equity. Back in 2019-2020, APSA alleged that the University had unilaterally used metrics that made APSA member salary compensation appear better than it actually was relative to the external market (so-called “external equity”). This dispute went to mediation and then arbitration and, very unfortunately, the delay in receiving a decision from arbitrator Bob Pekeles has been excessive due to a number of family matters that arose for him. Both last fall and earlier this year, APSA proposed to SFU JCRC

representatives to break the impasse via self-mediation between the parties. Initially, SFU refused to engage in self-mediation, preferring to wait on Mr. Pekeles’s arbitration decision.

Two recent factors, however, have made SFU more amenable to self-mediation of the 2018 market survey: 1) SFU proceeded to complete a 2023 Market Survey outside of the auspices of the JCRC (the JCRC’s joint mandate included the 2018 market survey), and the incompleteness of the 2018 market survey haunts the deployment of the 2023 market survey results; 2) Mr. Pekeles notified the parties that there may be further delay to his decision. We expect to meet again shortly with SFU representatives to attempt to resolve these critical matters.

Lastly, we have made progress on negotiating the development of a Joint Job Evaluation Appeals Committee to assist members where job evaluation results may be of concern. We hope to have this aspect of the JCRC’s work completed soon.