

REPORT OF JUAC ACTIVITIES TO NOVEMBER 2015

The Joint University and Association Committee [JUAC] was reactivated after nearly nine years had elapsed. The restart was urged upon the parties by arbitrators James Dorsey and Christopher Sullivan. Both arbitrators saw the need for the Association and the University to be talking to each other on a regular basis. Mr. Sullivan required the parties to employ a facilitator for the discussions for the first year. Cathy Knapp was retained to act in that role, and the parties have recently extended her appointment for a further 6 months.

The parties have held monthly meetings since August of 2014 with Cathy Knapp acting as chairperson and facilitator. In the ensuing months much progress has been made at resolving a variety of issues and the discussions have been held in an amicable and professional manner. Some issues took months of discussion and back and forth to reach agreement, while on other issues there was agreement to disagree.

APSA reps are: Nicole Manson, Lakshmi Gosyne and David Harvey. The University's representatives on the committee are: Polaris Yu, Heidi Vukic and Jackie Davie.

Examples of the issues and their outcomes can be seen in the table below:

TOPIC	ACTION	STATUS
Without Prejudice Discussions	All discussions at JUAC are without prejudice	AGREED
Meaningful Consultation terms of engagement for the Committee	Adopted a definition of meaningful consultation proposed by APSA	AGREED
JUAC's Purpose	APSA Sought agreement on a broad interpretation of what JUAC could address	For now, we are taking the broad view.
AD10-14: No Discrimination Policy	Modified the policy to bring it up to concurrence with Provincial law	AGREED and approved by SFU Board
Variable Work Weeks	APSA recommends the Variable Scheduled Work Week language be added to AD10-13 for consistency of application.	No agreement, issue closed for now.
Hybrid Work	APSA sought an open discussion about the issues related to hybrid work and to have some reference to hybrid work arrangements included in AD10-13	SFU does not wish to have any reference to hybrid work in policy. After extensive

		discussion the issue is closed for now.
AD 10.13 Work Schedules Policy	Objective: Align Overtime language with OT provisions of the Employment Standards Act. Revised language developed for both managers and non-managers in APSA including development of an “overtime tracker” document.	AGREED and approved by SFU Board
AD 10.07 (4.02) – Group Benefit Plans	MSP replaced by Employer Health Tax Act (EHTA) requiring new language in the policy.	AGREED and approved by SFU Board
On Call Language	There is no on-call language in the AD10 Policies which has consequences for staff in several departments such as IT, Safety & Risk Services, and Residency and Housing. APSA sought policy language for this stipulating payment for both on-call and call-in situations.	Extensive discussion did not result in agreement. APSA will address this in compensation bargaining.
Sick Leave Note Requirements	APSA sought clarification on SFU’s approach to sick notes, especially in light of provincial government changes on this topic. SFU agreed that sick notes will not be sought until 10 days of absence.	AGREED
Sick Leave Benefit Application during University Holiday Closures	Sick leave benefits are being docked for members who are ill during SFU’s holiday and winter closures (excluding stat holidays). APSA sought to end this.	No agreement. APSA referred it to legal counsel to see if it is a discriminatory practice.
Annual “Accommodation Note” Requirement for Individuals with Permanent Disabilities	APSA shared concern about members having to pay out of pocket to provide annual accommodation note/medical reports to substantiate that their permanent disability is still permanent. SFU agreed there is no annual requirement for individuals to provide updated accommodation notes/medical reports to substantiate whether their disability is still permanent.	AGREED
AD 10.18 Elimination of Positions	How Policy 10.18 applies to a permanent reduction of hours event since policy currently only addresses position elimination rather	AGREED

	than a permanent reduction of hours. SFU agreed that a reduction of hours is a position elimination, and members can choose severance or be offered reduced hours.	
AD 10.08 Leaves With & Without Pay	Amend policy to agree with current legislated leaves.	AGREED
AD 10.03 Posting & Filling of Positions	APSA says the policy means SFU can advertise externally only after posting and internal candidates have been ruled out.	APSA has proposed a resolution that SFU is considering.
AD 10.10 Professional Development	APSA noted that clause 4.3 requires a joint Position Rotation & Exchange Committee which currently doesn't exist. This is important in an era of position reductions that members have the opportunity to acquire new skills and experience in other roles.	AGREED committee will be constituted early in 2026.
AI Technology & Employee Surveillance	APSA noted that artificial intelligence is rapidly creating situations where employers could covertly surveil employees and where the artificial intelligence buried in programs can cause bias in decision making. The Association proposes that the committee take the time to examine the issue and potentially create guardrails around misuse of artificial intelligence	The parties have agreed to examine the information currently available within the University and to discuss the issue further.
EFAP	The employee and family assistance program has been criticized by several members. The Association would like the parties to jointly survey the membership about their experiences with the program, and the Association also wishes to see the anonymized report that the University receives every year outlining which EFAP services have been used.	Currently SFU is reviewing the requests.
AD10.18 & 10.19 Recognition of temporary service for position elimination	The Association seeks to have the University recognize continuous temporary and permanent service for calculating severance at the time of position elimination.	The University is reviewing the request.
APSA seeks clarity around the hiring freeze process and	APSA has heard members complain that it is not clear why the request to fill some jobs is approved while others are	AGREED

how decisions are made	denied. The University has provided some additional information which both parties will circulate.	
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