Joint University Association Committee 2026

COMMITTEE REPORTS

COMMITTEE MEMBERS
David Harvey (spokesperson)
Deanne Esdale
Ellen Yap, replacing Nicole Manson, who served during the 2024/25 term.

STAFF SUPPORT:
Lakshmi Gosyne

It seems odd to be writing this report about how well JUAC is working when SFU is threatening to terminate the Basic Agreement and thereby exterminate APSA. However …

In the months since October 2025, JUAC continued to meet monthly with the assistance of facilitator Cathy Knapp, who was first appointed in November 2024. The meetings proceeded well, and in the late spring, APSA and SFU agreed that we no longer needed Ms. Knapp to facilitate our meetings. In her post-appointment report of July 17, to the President of APSA and SFU's VP PEI, Ms. Knapp noted how well JUAC was working. She said:

i. "During my 20-month extended appointment, the Committee met a total of 17 times." [Pg. 2]; and

ii. "I am pleased to report that during my 20-month appointed term, I did not witness any conflicts or difficult dynamics amongst the Committee. While there were certainly disagreements at times, they were voiced and responded to respectfully and did not prevent the Committee from moving forward with its mandate. I found the Committee in its entirety to be very professional, committed to engaging in respectful dialogue, and dedicated to building understanding of one another's perspectives". [Pg. 4]; and

iii "It was a pleasure to work with the Committee, and I am convinced that they will be successful in their meetings going forward, as long as they continue to adhere to the agreed-upon principles for meaningful consultation." [the agreed-upon meaningful consultation principles are set out on page 3 of her report]

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In the last year, JUAC has addressed an additional 14 issues, for a total of 33 since being reconstituted nearly 2 years ago.

- Most of the issues discussed at JUAC were able to be resolved there, often by better information being shared between the parties.
- Some JUAC issues were finally resolved in compensation and benefits negotiations this year, such as pay for on-call employees and rules for call-ins.
- While many of the matters discussed at JUAC were able to be resolved there, a few were not, and APSA has either filed a grievance or is considering one. An example of this is the AD10.03 policy on the posting and filling of positions. Clearly, the entire policy exists to give APSA members first crack at any vacancies in the bargaining unit. However, the practice of SFU is to simultaneously consider both internal and external applicants. APSA has grieved SFU's interpretation of the policy.

JUAC meetings continue to be scheduled monthly, including a number of months into the New Year.