Salary, Benefits and Policy Committee 2026

COMMITTEE REPORTS

COMMITTEE MEMBERS
Ellen Yap (Chair)
Raymond Yim
David Semail
Jaida Regan
Colton LaFranc
Dana Andrews

STAFF SUPPORT:
Andrew Boden
Lakshmi Gosyne

2026 has been an intensive year as the Negotiating teams engaged in both monetary and Basic Agreement negotiations within a compressed timeframe.

Monetary Bargaining
In preparation for monetary negotiations, the Negotiating team met weekly starting June 5, 2025, to conduct research and refine proposals. Formal negotiations began on January 12, 2026, and included 16 bargaining sessions over six months. SFU sought no concessions, allowing the bargaining process to remain focused entirely on positive contract improvements.

An early challenge in negotiations was the initial lack of transparency around the Public Sector Employers' Council (PSEC) mandate, which created an unclear financial parameters framework. To address this, the Negotiating team actively monitored wider public sector settlements and repeatedly requested mandate disclosure from the university.

A significant turning point came after the public release of enhanced mandate details through the BCNU settlement. On April 30, 2026, SFU confirmed that APSA would also have access to these supplemental funds, establishing clear financial baseline parameters for progression.

While the parties reached consensus on many proposals, key items remained outstanding. Although the Negotiating team advocated early for mediated negotiations, the University initially elected to pursue Final Offer Selection Arbitration. However, both parties ultimately agreed to enter mediation, leading to a successful resolution. SFU presented its final mediated offer on July 21, 2026, followed by minor revisions on August 11, 2026. A detailed summary of the negotiated terms is available on the APSA Negotiations Portal.

The membership ratified the mediated Salary and Benefits Memorandum of Agreement with a 98.99% approval vote.

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The Negotiating team extends its sincere gratitude to all members who participated in the ratification process, as your engagement remains vital to our Association's strength and success.

Basic Agreement Bargaining

On June 25, 2026, pursuant to Article 13 of the Basic Agreement, the University provided formal notice of its intention to renegotiate the Basic Agreement while mediated monetary bargaining was still underway. The parties held formal sessions on August 20, 21, and 25, 2026.

Negotiations revealed fundamental differences in objectives between the parties. Notably, several University proposals presented significant risks to APSA's ability to effectively advocate for members' working terms and conditions. A critical area of divergence was SFU's proposal to eliminate third-party binding arbitration across all dispute resolution mechanisms, including collective bargaining and grievance processes, placing final decision-making authority solely with the University administration.

The Negotiating team firmly rejected this position. To reach common ground, our team introduced alternative dispute-resolution models, including an informal troubleshooter mechanism and expedited binding arbitration designed to be accessible, cost-effective, and constructive for ongoing labour relations. The University declined these alternatives, leading both parties to proceed to mediation under mediator Christopher Foy.

Although two days of mediation were scheduled for September 8 and 9, 2026, proceedings concluded on September 8. Mediator Christopher Foy issued formal recommendations on September 10, 2026, outlining two potential pathways forward: Option 1: Termination of the current Basic Agreement framework; Option 2: Extension of the Basic Agreement to June 30, 2029, alongside structured future mediation protocols.

The Negotiating team is immensely grateful that members overwhelmingly ratified Option 2 with a 96.2% approval vote, and to the members and allies who advocated directly to University leadership in support of this path.

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The University subsequently notified APSA that the Executive Committee of the Board of Governors convened on November 2, 2026, to review the mediator's recommendations. Rather than accepting either Option 1 or Option 2, the Executive Committee presented a separate offer: a one-year extension of the current Basic Agreement through December 31, 2027, with a deadline for acceptance set at 430PM on November 17, 2026.

This counteroffer poses significant concerns for the Association. By declining Option 2, despite clear, organized member feedback, the University's approach effectively delays a long-term resolution and pushes Basic Agreement negotiations into 2027.

The University confirmed that the monetary enhancements negotiated earlier this year will remain secure through June 30, 2029.

However, if Basic Agreement bargaining remains unresolved beyond the proposed December 31, 2027 extension, members' broader terms and conditions of employment, as defined in the Basic Agreement and AD 10 policies, face potential uncertainty and the risk of unilateral alteration by the University.

We encourage all members to remain engaged as the Negotiating team prepares for bargaining (again), and invite anyone with questions or concerns to reach out directly to APSA staff.