

SCFA AGM – Meeting Minutes**May 12, 2023**

SEN 220 and Zoom @10:30 AM

Attendees: Doug Henderson, Coby Vandergaast, Renee Harper, Takaia Larsen, Josh Massey, Rebecca Jacobson, Kim Verigin, Jason Nickel, Elizabeth Ferguson, Shannon Shah, Kim Pham, Jonathan Vanderhoek, Kerri Webb, Allyson Perrott, Todd Kettner, Leesa Dean, Jose Padilla, Alysha Baker, Ian Parfitt, Jackie Belza, Jason Da Costa, Ken Laing, Kim Verigin, Craig Macdonald, Dene Shipowick, Kim Pham, Lisa Gates, Celina Duarte, David Greaves, Ellen Strelaef, Jamie Bliss, Jonathan Buttle, Pablo Pastor, Stephen Harris, Yann Troulet, Gordon Rein, Linda Harwood

Recorder: Takaia Larsen

Called to order: Rebecca called the meeting to order at 10:35 a.m.

#	Item	Discussion	Outcome/Action
	Territorial Acknowledgement	<ul style="list-style-type: none"> Elizabeth Ferguson 	
2.	Additions and Approval of the Agenda	<ul style="list-style-type: none"> Approval of 2023 Agenda with Addition of e) Job Action Committee Report 	SS/JV Motion Carried
3.	Reports		
	President’s Report (RJ for VV)	<ul style="list-style-type: none"> RJ reported that VV has been delayed in his travel abroad, so there is no President’s Report at this time 	
	Chief Bargainer/VP Negotiations (JV)	<ul style="list-style-type: none"> We have had 10 days of active Bargaining thus far; we have more days scheduled at the end of June, although we would like a few earlier dates, none have become available; the process has been a bit challenging thus far, due to provincial direction that prevents movement in certain areas Themes: compensation will likely resemble what BCGEU just signed with a wage increase each year and retro pay; we are also working on a proposal to remove LOU#7 – there is shared interest between the SCFA and the employer, but negotiations on this are ongoing; another theme has been benefits – shifting coverage in some areas and bundling in others – there is shared interest in increasing psychological services; at this point, we are working on looking at all of the monetary items and the limited amount of funds available and what we want to prioritize 	

- One item that we didn't make gains on was our proposal for tuition reduction – it was refused outright (partly not to set precedence in the province); we have discussed removal of doctor's notes – ongoing; also in discussion on the issue of emergency contracts; we are still pushing on extending the layoff recall period; removal of disciplinary letters
- Have come to agreement on some items related to leaves (maternity, domestic and sexual violence, cultural leave for indigenous employees, gender affirming care)
- We have been pushing on some issues around indigenization
- Have come to agreement on increasing assisted leave to 100% rather than 75% - this cost is covered from the surplus in our PD fund
- Student numbers – we presented an estoppel on this item
- Have proposed reallocation of CD/PD days – this is still being worked on
- Tutors – we are working on issues around tutors being hired on emergency contracts year after year and how we might change/address this
- We are negotiating including new language on scale placement into the collective agreement
- We are working on integrating some of the LOUs into the CA
- Have been pushing to get language about applied research as a faculty duty added, haven't made much progress

Discussion:

-DH asked who is at the table for management? – Taya, Tracy, Stacey, Tammie Clarke, Tiffany, Emily Moorehead (notetaker), Luisa Libertoire (PSEA)

-DH asked how confident we are at the removal of LOU 7, as in past rounds, we have made progress, but then it was removed at the end

-JV/RJ both agree that it would be nice to hear more from our management people at the table, rather than the rep, but the atmosphere has been mostly positive so far

-Ian P. – expressed dissatisfaction with the delay in Bargaining at the provincial level; also asked about whether there will be pressure to sign, like last round, where something would be taken off the table unless we

		<p>signed; JV hasn't seen indications of that yet, but shares the frustration about the delays – we gave notice to Bargain in Oct. and didn't get dates until Feb. – we also have less power in June re: job action</p> <p>-SS – asked whether we can make sure that with retro pay, retirees are fully informed and receive their retro</p>	
	Treasurer (CM)	<ul style="list-style-type: none"> Working on the budget for next year; biggest issue is that we voted to increase release time for Exec. and this increases our costs; without a dues increase, this would leave us at about \$60,000 deficit; CM is looking at proposing a dues increase to 2.5% - we are currently at 1.6%; 2% would be about \$500 per year/2.5% would be slightly higher to each of you on each pay cheque; CM will send more information about this in the near future and then we will hold a vote on it DH mentioned that when we did an increase about 10 years ago, we were one of the lowest for dues in the province – CM confirmed that is still the case 	
	VP Contract Administration (RJ)	<ul style="list-style-type: none"> RJ has been working with the Bargaining Committee; is finding the relationship with new Leadership team very promising; discussions have been open and productive so far; no grievances at this time 	
	Standing Committee Reports	<p>DRISC (EF)</p> <ul style="list-style-type: none"> Nothing new to report; will be at FPSE AGM <p>HRISC (PP)</p> <ul style="list-style-type: none"> Not much new to report, but there may be a motion on the floor of the FPSE AGM to increase supports for the ISF <p>Occupational Health and Safety (JD)</p> <ul style="list-style-type: none"> Not much new to report, but we are thinking about how the Committee might report mental health injuries (in a similar manner to how we report physical injuries) <p>Education Policy (ES)</p> <ul style="list-style-type: none"> ES will no longer be on this Committee so there is a vacancy 	

		<p>Job Action Committee (PP)</p> <ul style="list-style-type: none"> • The Job Action Committee did meet this week; it is important to have this Committee meet during the Bargaining process in order to balance power in negotiations; also discussing financial considerations in the event of job action; have discussed getting an SCFA space on campus, producing SCFA swag items; have looked at increasing strike pay; CM added that FPSE provides some \$\$\$ in the event of a strike that goes longer than 5 days – also important to consider cost coverage of benefits – still working on some of these numbers, but right now we have about \$450,000 in the strike fund; PP/CM both pointed out how important it is to have a plan in place and some of this information figured out for future rounds of Bargaining; and always seeking more participation if anyone wants to join the Job Action Committee 	
4.	Elections	<ul style="list-style-type: none"> • VP Contract Administration (for 2 years) <ul style="list-style-type: none"> ○ Acclaimed – Rebecca Jacobson • VP Member Engagement (for 2 years) <ul style="list-style-type: none"> ○ Nominations – Kim Pham; Leesa Dean ○ Incumbent – Coby Vandergaast ○ Kim Pham removed her name ○ Nominations – Coby Vandergaast; Leesa Dean ○ Voting occurred through Menti.com (both online and in person) ○ Leesa Dean elected • Board Observer (for 2 years) <ul style="list-style-type: none"> ○ Nomination – Ken Laing ○ Acclaimed • Secretary (for 2 years) <ul style="list-style-type: none"> ○ Incumbent Acclaimed – Takaia Larsen 	

		<ul style="list-style-type: none"> • Occupational Health & Safety <ul style="list-style-type: none"> ○ Jason DaCosta ○ Vacancy – someone from Nelson needed • Disability Management and Rehabilitation Rep <ul style="list-style-type: none"> ○ Jennifer Reid ○ Vacancy – follow up • Academic Governance <ul style="list-style-type: none"> ○ Linda Harwood acclaimed • PD Committee (2 spots) <ul style="list-style-type: none"> ○ Lisa Gates and Sahana Madkhyashtha will stand again ○ Kim Pham put her name forward ○ Election via Menti.com ○ Elected: Lisa Gates and Kim Pham • Financial Audit Committee <ul style="list-style-type: none"> ○ Committee to be filled via email 	
5.	New Business	<p>a. FPSE AGM</p> <ul style="list-style-type: none"> ○ VV, RJ, SS and EF to attend <p>b. PD Report (CV)</p> <ul style="list-style-type: none"> • Mileage and per diem have been increased; CV mentioned the importance of submitting your PD reports as early as possible so there is no backlog in eepayables 	
6.	Adjourn	Meeting adjourned at 12:30 p.m.	<ul style="list-style-type: none"> • LD /LG
		NEXT MEETING: Same place, same month, date TBD, 2024.	