As most of you are aware, the vote for the proposed pension plan amendments has been postponed to the end of November (new date to be communicated shortly). The Employee Joint Pension Committee (EJPC) and the University Administration (UA) heard that members wanted more time to understand how the proposed changes will affect them. A goal of the EJPC and UA is to make sure that all members have the necessary information to make an informed decision before voting starts. Over the next few weeks additional information aimed at addressing some of the more complex aspects of the proposed changes will be sent out to members and uploaded on the Pension Website.

We encourage you to visit the website and read through the latest FAQs posted here: https://sfustaffpension.ca/

Also, if you haven’t gone in and used the new Pension Illustrator tool to determine how the proposed amendments would impact your pension, please do so.

And lastly if you have any questions, do not hesitate to email pension.questions@gmail.com

Contact: Pierre Etienne Banville, Interim Director, Pensions and Benefits
LABOUR RELATIONS

BARGAINING UPDATE

Labour Relations

The Labour Relations team is preparing for a busy 2019. All of the collective agreements expire in the spring of 2019, and we expect to be sitting at four separate bargaining tables at some point during the year. In preparation for a productive round of interest-based negotiations, we are drawing on the expertise of staff and faculty with a wide breadth of experience in responding to and addressing dynamic employee issues.

On October 23, Labour Relations hosted a day of team building and learning for all those involved in bargaining teams for the University. A great deal of knowledge was shared, and our teams are looking forward to a collaborative and inclusive experience over the coming year.

Contact: Chris Hatty, Director, Labour and Employee Relations

JOB EVALUATION UPDATE

Total Rewards

We are now well into Phase 2 of the new job evaluation initiative. Here’s a brief update:

Phase 1: Was completed in July 2018.

This included working jointly with the Korn Ferry Hay Group to review almost all 1,200 APSA and Excluded jobs using the new methodology.

Phase 2: Includes reviewing and calibrating the results with each VP for structural alignment within each of their portfolios and then calibrating the results across all portfolios starting with the highest job grades and cascading to lower level job grades.

This step is critical to ensure that jobs are clearly measured and benchmarked against each other and the relationship of jobs and work is clearly understood. This calibration process will be completed by the end of November.

While we can’t communicate the final individual results just yet, what we can say is that a significant portion of jobs will see a positive salary adjustment which we’re hoping to implement sometime early in January and February 2019. These salary adjustments have been factored into the University’s budget planning model as part of the additional annual funding going to the various areas.

Phase 3: Will include maintenance and refreshing outdated job descriptions where needed.

Here are a couple of key dates to be aware of:

1. “Go-Live” Hay Method Effective Date:
   November 25, 2018

   This means that effective November 25, 2018 all NEW job evaluation requests will be evaluated using only the Hay Method.

2. Education of the Hay Method Job Evaluation:
   November and December 2018

   Throughout this period, we will provide Job Evaluation education for leaders. Please check our updated Job Evaluation Project page: http://www.sfu.ca/human-resources/job-evaluation-project.html for some current learning resources and our updated project timeline. Stay tuned for additional resources to be communicated soon!

3. Communication of the Job Evaluation Results: January and February 2019

   The communication of the job evaluation results of APSA and Excluded employees will occur in January and February 2019. Any salary adjustments will be retroactive back to November 25, 2018. HR will be working in partnership with Payroll to process these results.

Contact: Tanya Morrison, Director, Compensation
While October 17, 2018 marked the legalization of cannabis in Canada, a reminder that under WorkSafe BC’s Occupational Health & Safety Regulations (Section 4.20) and the Workers Compensation Act (Section 116, 2d), employees are prohibited from being impaired in the workplace from any substance (legal, prescribed, illegal) including cannabis. Research on the health effects of cannabis usage indicate symptoms can include dizziness, impaired memory, disorientation and impairment of motor skills.

SFU has made two temporary designated cannabis smoking stations available at the Burnaby campus (see map). Surrey and Vancouver campuses are not affected given they fall within municipal regulations. Within the next several weeks all members of the university community will be given the opportunity to give feedback on several policies that are being updated to include cannabis usage.

For additional information please see:
- BC Government: https://cannabis.gov.bc.ca/
- SFU Safety and Risk Services, Smoking on Campus: https://www.sfu.ca/srs/ehs/air-quality/smoking-workplace.html

Contact:
Sandi de Domenico or Mark LaLonde (for information on Policy and Consultation)
Rosie Dhaliwal (for information on Education)

The Faculty of Education, the Office of the Vice President Academic, and the Equity, Diversity and Inclusion initiative (https://www.sfu.ca/vpacademic/equity-diversity-and-inclusion.html) have collaborated on an upcoming lecture by author Dr. Robin DiAngelo who has recently published White Fragility: Why It’s So Hard for White People to Talk about Racism. While this lecture is currently at capacity, the event organizers are exploring live streaming options to involve all campus members who are interested.

Please see the EDI events calendar for details on this and other upcoming events: https://www.sfu.ca/vpacademic/equity-diversity-and-inclusion/Events.html

Through the Provost’s Conversation Series in the New Year, the EDI team will be hosting a series of dialogue sessions on issues of importance to the SFU community, including: racism, colonialism, disability, gender expression and identity.

To learn more about Equity, Diversity and Inclusion check out: https://www.sfu.ca/vpacademic/equity-diversity-and-inclusion/EDI_Resources.html

Awareness Days
- November 1-30: Movember
- November 11: Remembrance Day
- November 12 – 19: Transgender Awareness Week
- November 20: Transgender Day of Remembrance
- December 6: National Day of Remembrance and Action on Violence against Women in Canada
- December 10: International Human Rights Day

Contact: Rosie Dhaliwal, Diversity and Inclusion
PERFORMANCE DEVELOPMENT PROGRAM (PDP)

Supporting Performance

All new employees are now automatically provided access to the online PDP for Managers and Employees Canvas course and are encouraged to complete it. This helps new employees understand SFU’s approach to performance development and what to expect. As a reminder, at SFU we take a strengths-based approach to help people create work and professional development goals, succeed in achieving them, and feel engaged and connected to the university. PDP is viewed as a shared partnership between employees and managers. Anyone who needs a refresher is encouraged to participate in the course: https://canvas.sfu.ca

If you require access, please e-mail pdptrain@sfu.ca with your computing ID.

Contact: Tara Black, Director of People Development

LEADERS THAT INSPIRE

Leading People

What does being a leader mean to you?

It has taken time to understand what it means to be a leader. For me, being a leader is about building relationships with people. It’s about someone who has a vision for the future and encourages people to move towards it, and make change for the better.

What advice would you give to newer leaders?

You have to understand how other people perceive you. You may think you know everything, but there are things you don’t know about yourself, that other people see. You need to understand your whole self as best you can to be able to interact with others effectively.

To read the full summary, visit: https://www.sfu.ca/human-resources/learning-development/leaders-profile.html

It was a pleasure sitting down with Tracey Mason-Innes, SFU’s Director of Residence and Housing, to talk about her journey as a leader. There’s much wisdom to learn from leaders like Tracey.
NEW RESOURCES FOR ENHANCING INDIGENOUS CULTURAL AWARENESS AND INDIGENIZATION

Learning and Development

A new resource *Pulling Together: A Guide for Indigenization for Post-Secondary Institutions* is now available for BC post-secondary staff and faculty, developed through a collaboration between BCcampus and the Ministry of Advanced Education. A series of six highly relevant guides are available: Foundations; Teachers and Instructors; Front Line Staff, Advisors and Student Services; Leaders and Administrators; Curriculum Developers; and Researchers (under development). The guides can be used for self-study or for learning collectively with a team.

The purpose is to provide a way for all staff and faculty to indigenize their practice in post-secondary education.

More information: [https://bccampus.ca/indigenization/](https://bccampus.ca/indigenization/)

Also, we continue to be able to cover the cost for staff or managers through the ARC funding, to take the San’Yas Indigenous Cultural Safety online training. The training has been very well received and provides a foundation in Indigenous cultural safety. It takes 5-6 hours in total over a 6-week window.

A total 250 employees have completed or are registered for the training. We encourage any interested staff or managers to sign up: [https://www.sfu.ca/human-resources/learning-development/SanSafetyTrain.html](https://www.sfu.ca/human-resources/learning-development/SanSafetyTrain.html)

Contact:
Tara Black, Director of People Development

CRIMINAL RECORDS CHECKS

Recruitment and Selection

Over the next several weeks, watch for an email outlining updated procedures for conducting criminal record checks for all positions involved in working with children or vulnerable populations.

While the University is exempted under the Criminal Records Review Act for any positions other than those that work in childcare facilities, the University is committed to ensuring we are protecting the members of our community while at the same time respecting Privacy and Human Rights legislation.

HR is conducting a review of all jobs and will be touching base with those departments who have staff working with school aged students or are liaising in communities with vulnerable adults.

Contact:
Elsa Pican, Director of HR Advisory Services