Welcome to our fall newsletter! This fall, Human Resources has been exceptionally busy with a number of changes focused on providing you with enhanced services, tools, and support. Read further to hear about the early implementation of our new service delivery partnership model; the Equity, Diversity & Inclusion Survey that will launch at the end of November; and what’s happening at the bargaining table, just to name a few.

As always, I welcome your thoughts, feedback and suggestions for topics that are of interest to you, and encourage you to share this newsletter with your staff.

Warmly,

Sandi de Domenico (she/her/hers)
As part of our efforts to better understand how well SFU is doing in terms of diversity and inclusion, we have partnered with an external organization, the Canadian Centre for Diversity and Inclusion (CCDI), to conduct a survey (the Diversity Meter) of continuing faculty and staff. The survey is voluntary and measures levels of inclusion and diversity in the workforce.

Starting November 13th, all employees will receive a personalized email from CCDI with instructions to access the online survey. The survey is strictly confidential: at no time will SFU will have access to any personally identifying information or individual responses. We are encouraging all faculty and staff to participate in the survey.

Because of our commitment to Equity, Diversity and Inclusion at SFU, we encourage managers and leaders to allow staff time to complete the survey during the work day. It will take approximately 15 minutes.

At the end of the process, CCDI will provide us with a summary of overall results. Again, individual responses are completely confidential. These results will help us understand the diversity of our staff and develop or improve specific programs, policies and practices.

UPCOMING DIVERSITY AWARENESS DAYS

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

EQUITY, DIVERSITY, AND INCLUSION

DIVERSITY METER 2019

CONTACT

Carla Deresh
Team Lead & HR Strategic Business Partner
carla_deresh@sfu.ca

Our HR Advisory Services team is changing – and so is our name. We are transitioning to a more proactive approach to HR support, one where we are closely connected with leaders and their units and deeply understand their unique needs and challenges. A proactive partnership approach will enable us to spend less time on reactive problem solving and compliance/process support, concentrating instead on anticipating and planning – getting out in front of potential issues and developing proactive solutions.

The role of HR Strategic Business Partner is being introduced gradually through pilot partnerships with units that are ready to partner in the development of strategic HR plans. This work involves a deep dive into current practices in relation to goals and developing action plans for enhancing people practices, structures and processes.

A hands-on HR generalist role is also being piloted to explore enhancements to day-to-day HR support. This pilot involves an HR professional being physically located at times within the client’s work area, enabling dedicated support and a closer connection between HR and the unit. Stay tuned for more in the New Year.

CONTACT

Rosie Dhaliwal
Specialist, Diversity & Inclusion and Education
rosie_dhaliwal@sfu.ca

INTRODUCING THE HR BUSINESS PARTNERSHIP TEAM

HR ADVISORY SERVICES
In 2018, SFU began to review the R50 policies governing Research Personnel at SFU. As a result of the review, a decision was made to pilot changes with a small group within the research community. In late June, 2019, the Board of Governors approved changes to Policy R50.03 governing Postdoctoral Fellows (PDFs) which will, in part, recognize most PDFs as employees of the University. The transition of the PDFs is currently underway and expected to be complete by year end.

SFU recognizes all research personnel as valuable members of our community who have important roles in research at SFU. Plans will begin in the New Year to explore the feasibility of formal policy changes and extending these changes to the remaining R50 policies. This is a significant undertaking that will require careful planning to ensure changes can be successfully supported by the University. At this time, all Research Assistants, governed under Policy 50.02, are not currently employees of SFU and remain employees of the individual Principal Investigator.

Contact

Elsa Plican
Human Resources Project Lead
eplican@sfu.ca

We are looking forward to starting negotiations with CUPE, Poly Party and APSA in the months to come. The Parties have been doing some initial leg work so we are hopeful that our effort will result in the most efficient, productive and successful bargaining to date. We are constantly looking to improve the process that leads us to a negotiated agreement.

Meanwhile, we are in the midst of bargaining with the TSSU. We had discussions about Sessional Instructors and the ELC/ITP Instructors through October and will be continuing to meet with the TSSU through December. For regular updates, please visit http://www.sfu.ca/human-resources/labour-relations/bulletins.html.
What happens during bargaining at SFU? Union and university representatives from across the University community meet to discuss changes to various articles and clauses within the agreements that will support respective guiding principles and interests. Both parties at the bargaining table will present and discuss their proposals with supporting data, make counter-proposals and reach agreements on individual proposals that together will form the basis for a renewed agreement.

Typically non-monetary items are discussed first, followed by monetary items such as benefit improvements or general wage increases. The duration of collective bargaining is conditional upon a number of factors, one being the number of proposals being tabled, and the other being the nature, complexity and implication of the changes sought.

All public sector employers are covered by a mandate for collective bargaining set by the Public Sector Employers’ Council (PSEC).

With the ratification of the new CUPE sick leave protocol, Labour Relations has been working with unions and HR’s Wellness & Recovery unit to implement the new protocol that took effect November 4, 2019. For more information, please see CUPE Sick Leave Protocol.

In addition, we have been looking to enhance understanding about leading in a unionized environment as part of the Leadership Foundation Program.

CONTACT  
Chris Hatty  
Director, Labour and Employee Relations  
hatty@sfu.ca
TOTAL REWARDS

JOB EVALUATION UPDATE

**PHASE 3 LEADER MEETINGS**

A significant increase in Job Evaluation requests have slowed down our meeting schedule but we are balancing day-to-day requests with project work. HR Compensation will connect directly with impacted leaders to schedule their remaining meetings.

- Compensation and HR Business Partners have been meeting with leaders to finalize grades for roles identified in phase 2.
- Rationales for common roles identified by leaders are being reviewed. Impacted leaders will be updated in their phase 3 meetings.

**DAY-TO-DAY JOB EVALUATION REQUESTS**

Due to high volumes and multiple projects, responses are delayed and will be assessed in priority order. Please take this into consideration when submitting your requests and note that requests with missing documents cannot be placed in the queue until complete. Check out How to submit a Job Evaluation Request to help minimize delays in processing.

**IT JOB EVALUATION PROJECT**

Hay Job Evaluation Methodology continues to be implemented for all IT jobs (local & enterprise). Grades 15–20 have been communicated and implemented. For a summary of work completed to date, visit the IT project website.

Updates:

- 58% of job analysis questionnaires were received from leaders with generic profiles.
- 100% of IT jobs with job descriptions have been reviewed with draft evaluations.
- Next steps include a review of all IT roles together and with all APSA and APEX roles.

We thank everyone for their support as we work toward the final stages of this project.

**CONTACT**

Tanya Morrison,  
Director, Compensation  
tanyamorrison@sfu.ca