



**ADMINISTRATIVE AND SUPERVISORY PERSONNEL ASSOCIATION
ANNUAL GENERAL MEMBERSHIP MEETING
Wednesday, April 20, 2022
Zoom
1:30 p.m. (Call to Order)**

The University agrees to allow ASPA members time away from their duties to attend this meeting. Arrangements should be made within your department to minimize disruptions.

Present: LaVina Watts (Chair), Angeline Hainstock (Admin), and 200 members present

Total Present: 320 members

1. Land Acknowledgement

2. Call to Order – The Chair called the meeting to order at 1:31pm with 200 members present.

3. Adoption of Minutes

- Annual General Meeting, April 21, 2021

MOTION: That the membership accept the Minutes from the previous meeting April 21, 2021.

Non-opposed

LaVina/Dan

CARRIED

4. Business Arising from the Minutes

There is no business arising from the minutes.

5. President's Report

The president would like to start by saying thank you to all the Executive members who have been with us for the past year. Also, a big thank you to the volunteers of the many committees we have here on campus.

Darcy, our member services officer, has given her resignation and was done as of April 1, 2022. We have found a replacement and we will announce that closer to the start date.

The bargaining team this year has been decided and the current leads are Alexis Dahl and Hugh Wagner. Please feel free to ask questions as we go.

Alex Dahl and Hugh Wagner, both introduced themselves and gave a verbal report. The bargaining team does not expect to have any major updates until we meet with the employer in late September.

Question: Will there be an attempt to have a shortened bargaining process like we tried for the last round of bargaining, given that it did not work out last year?

Answer: We don't know what process we will use this year, but we will start with the easy stuff and work our way towards the difficult stuff.

Question: How long did the last bargaining process take?

Answer: It was two years. The solid vote when the members rejected the employers offer, played the major role in bringing about what was eventually settled and finishing the process.

Question: Do the increments in the last agreement kick in in the absence of a new agreement?

Answer: Yes, they do.

Question: Can you go over the growth within scope again?

Answer: It used to be that if you were a dollar passed your salary range you would not receive increments. Now it is divided into quartiles so that each one will receive an increment of some kind.

Question: Do you jump to the next quartile when you get to the top of the one you are in?

Answer: Yes since it goes by your salary.

Question: The member dues were doubled around 10 years ago with the intent to build a strike fund that would allow for members to have strike funding for a period of up to 30 days for each member. Can you please advise whether we have met that target now?

Answer: Yes, we did reach the target, but with the accumulation of more members we are going to keep the dues at the current range.

Question: USFA members have been offered a retirement/buyout package. Is the ASPA union working on this for our members during this round of negotiations?

Answer: This has not come up, but it is something our team can look at.

Question: Have the survey results been released? If not, when will they be released?

Answer: They have not been released to the membership yet, but the data will be once the bargaining team has reviewed it in depth.

Question: Will we be able to push on the need for more formal protections around flexible work locations?

Answer: There is not a lot that we can do as a Union, but you should be able to have a conversation with your supervisor on what is best for both yourself and the unit. The Alternate Workplace Agreement should be used in this case.

Question: Is it correct that once you reach the top of the salary band in your phase, you will not receive increment increases? Y

Answer: You will receive the negotiated increase for that salary band.

If you have anymore questions or concerns, please don't hesitate to reach out to the ASPA Office at aspa@aspasask.ca

6. Treasurer's Report

Currently, ASPA has three GIC investments that are maturing. The Executive agreed to renew them for one-year terms to provide support for this bargaining term.

MOTION: That the membership accept the audited financial statements as presented/provided.

Non-opposed

Erica/LaVina

CARRIED

7. Questions on the Committee Reports

There were no questions for the committees. Please let us know if you would like to volunteer on any committee by emailing aspa@aspasask.ca

8. Thank you to the retiring Executive Members

Thank you to Dan Zhao for all her hard work on the social committee as the Chair, and all her hard work as an Executive member.

Thank you to Karen for her hard work on the communication committee as the Chair, and all her hard work as an Executive member.

Thank you Patrick and Simona for your hard work on the Executive as well.

9. Introduction of the New 2021 - 2022 Executive Members

442 members casted their votes for the five (5) empty seats. The new Executive members are as follows:

- Alain Fafard
- Candice Pete-Cardoso
- Julie Maier
- Megan Fillatre
- Philip Hitchings

Thank you to the members that did let their names stand and I really encourage you to run again next year.

Continuing Members:

- Brianna Groot
- Chirs O'Grady
- Erica Li-Humen
- Erin Walling
- LaVina Watts
- Tamara Hominuke
- Tracey Baliski

10. New Business

There is no new business to discuss.

11. Adjournment – The Chair adjourned the meeting at 2:45pm.