

# Five facts to help you understand the lockout of SFSS staff

**Claim:** *“We have run out of money.”*

**Fact:** The Society’s main revenue source – the Activity Fee per student - has been all but frozen for 15 years and its value has been eroded by inflation. **At no additional cost to members, a portion of the fees for renovations could be reallocated for operational use.**

**Claim:** *“Staff are paid too much.”*

**Fact:** The base staff wage rate has not increased since 2008 with the exception of cost of living adjustments based on Consumer Price Index (CPI) which is capped annually. Furthermore, **Society jobs compare equally to SFU jobs of a similar nature. Research shows that other student unions in B.C. pay similar compensation (wages and benefits) or substantially more.** If your Board of Directors and the membership expect smart, professional staff, they should be paid at market value.

**Claim:** *“The responsible action is to seek the “flexibility” of reducing staff.”*

**Fact:** While the membership grows at 3 increasingly active campuses, staffing levels have been consistently falling from a staff to member service ratio of **1 to 660 in 2001 to 1 to 1,343 now.** In the last decade every staff position not currently protected has been cut. This Board wants the ability to without consequence reduce to 7 the number of staff who deliver hundreds of services to 25 000 of you. Reality would suggest this is irresponsible.

**Claim:** *“The Union wants increased wages and increased staff levels.”*

**Fact:** Two years ago both sides submitted bargaining proposals. Presented briefly at the first meeting, wage and staff levels were not discussed again until the first mediated session this spring. **The Union’s last proposal contains no wage increases, no RRSP increases, suspension of any CPI adjustments, and lower, graduated wages for new hires.**

**Claim:** *“The Union demanded that the “Disability Support Fund” (sic) go toward wages.”*

**Fact:** This statement is completely untrue. While brainstorming about the Society’s overall funding model the Union suggested that some surplus portion of earmarked fees be targeted and split equally into Club and Departmental Student Union budgets. **The Union did not, cannot and would not support what the Board has suggested.**

*Members of the CUPE 3338 - Unit 5 bargaining committee.*



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