

UVic PEA Association Executive Report

Given at the 2001 AGM

November 7, 2001

University of Victoria representation on the Association Executive:

At the May 2001 Convention, Tom Gore was elected as Second Vice President and serves as one of the four table officers. Berenice Wood is the UVic Chapter Representative, replacing CaroLyn Schneider who left UVic in June 2001. This provides UVic with two of the twelve seats at the Executive table.

Regular Association updates:

Members are urged to [visit the PEA Website](#) for detailed information about the activities and issues of the provincial association. The Website includes the Association Executive minutes, an on-going summary of news and emerging issues, and links to the other PEA chapters including current collective agreements. The regular publication of The Pro provides members with information, discussion, and debate.

Highlights of the past year:

1. As of October, 2001 the PEA's provincial membership totalled approximately 2450. The University of Victoria is the second largest chapter, with approximately 430 members. The Government Licensed Professionals are the largest chapter, approximately 1500. During the past year a new chapter joined the PEA, the staff at St. Margaret's School, Victoria adding approximately 60 more members.
2. The second PEA Convention was held in Victoria in May 2001. The convention has been held twice since the provincial body adopted its present constitution, and provides the opportunity for members to review the conduct of Association business and the state of the organization's finances, elect the Association's Table Officers and debate any resolutions that come forward for consideration by the delegates. The following UVic members attended: chapter chairperson Tom Gore, and chapter executive members Vincent Connor and Maggie Cooper-Little. Also selected as delegates were members-at-large John Hall, John Dorocicz, Sheryl Karras, Ian Thornton, William McGhee, and Morag

MacNeil, CaroLyn Schneider and Berenice Wood were entitled to attend by virtue of their membership on the provincial Association Executive.

The next PEA Convention is scheduled for June 2002 in Victoria. This is an excellent opportunity to participate in the activities of your provincial association, and UVic members are encouraged to consider participating as delegates or submitting resolutions for debate at the Convention.

3. Eight out of nine PEA chapters were engaged in bargaining this year. Two chapters now have bargaining underway (Prince George School District psychologists and Family Maintenance Enforcement Program lawyers); collective agreements have been reached for the Government Licensed Professionals; Community Health Services and Support; Okanagan Regional Librarians; Legal Services Society; St. Margaret's School; Paramedical Professionals; University of Victoria. This period of heavy bargaining activity placed great demands on the PEA staff. On behalf of the UVic chapter, special thanks are due to Tony Bute, Staff Officer, who devoted countless hours to working with the UVic PEA Bargaining Committee beginning late in 2000 and carrying on until agreement was reached in October 2001.
4. PEA Committees: A number of standing committees carry out a substantial amount of work on behalf of PEA members provincially. These include both Association Executive members and individuals from the membership at large.

Tom Gore serves on the Finance and Investment Committee, Policy Review Committee, and Education Committee. Berenice Wood serves on the Grants and Donations Committee. Other committees include the Staff Relations Committee and Scholarship Committee.

UVic members who wish to forward their names for Association Executive Committees should contact Doug Hensby, Executive Director or Tony Bute, UVic PEA Staff Officer.

5. The PEA staff has become unionized as a local of the Communication, Energy and Paperworkers' Union. The position of Executive Director is excluded from the bargaining unit. Bargaining the first collective agreement is expected to begin shortly with members of the Staff Relations Committee representing the PEA.
6. Financial status: The Association Executive received the second-quarter investment report and updates from the PEA's financial advisor. As of

October 30, 2001 total PEA investment assets were valued at just under \$6 million (\$5,735,008), down 1.55 % over the previous 12 months.

Emerging issues:

1. Union governance is a major issue emerging at the Association Executive table. A Structural Review Committee has been formed to examine issues of representation on the Association Executive. UVic representative: Berenice Wood. This committee emerged from a resolution adopted at the May 2000 Convention calling on the Association Executive to establish a committee to examine representation issues and report back to the Executive with recommendations.

The resolution arose from a perception that the GLP chapter is under-represented at the Association Executive table in terms of the numbers of seats held versus the percentage of PEA members belonging to the GLO chapter. The current governance model, adopted by the entire PEA membership in a referendum held July 1999 attempts to balance the interests of the union's oldest and largest chapter with those of its smaller chapters and resulted from the four-day Structures Conference held with the representatives of all chapters in the spring of 1999. UVic representatives at the Structures Conference: Tom Gore, Glen Darling, CaroLyn Schneider, Berenice Wood.

2. As the BC government prepares budget cuts affecting all ministries except Health and Education, the PEA stands to lose hundreds of members over the next three years because of massive downsizing in the public service. The Association Executive has devoted considerable attention to the potential impact. It is likely to particularly affect the Government Licensed Professionals (GLPs), the PEA's largest chapter of approximately 1500 members.
3. At the Association Executive meeting on October 29, 2001 the executive has taken a strong stand to defend members' jobs and collective agreement rights and passed the following motion. The Executive has approved up to \$150,000 from the PEA's sizeable reserves to fund these activities.

"That the Professional Employees' Association campaign to protect jobs and services; educate members as to their

rights; encourage our members to lobby MLAs and local governments, write letters to local papers, and participate on call-in radio shows;

And further, that the PEA work with other unions, the BC Federation of Labour and other groups when common interests are apparent;

And further, that the PEA use all means including lobbying and advertising to defend our members' interests and employment."

4. Recent changes in the table officers of the Association Executive: Tom Volkers, who has given the provincial association long service including President, has resigned as of October 29 for family reasons. Kathy Danchuk, GLP, was elected as president. Jim Russell, Legal Services, was elected as first vice president. The other two table officers remain: Tom Gore, UVic, second vice president; Ron Dumont, Family Maintenance Enforcement Program, secretary/treasurer.

Report respectfully submitted,

Berenice Wood
Vice-Chair, UVic PEA Chapter;
Association Executive UVic Chapter Representative