

Report of the Bargaining Committee

The Bargaining Committee is pleased to report that the tentative settlement, reached on September 21, was ratified on October 25, and approved by the University of Victoria Board of Governors on October 29. The ratification vote was 92.7% of votes cast, indicating strong support amongst the membership.

The remaining task for the bargaining committee is to proofread the draft of the 2001-2004 collective agreement to ensure that the version which goes to print reflects all of the negotiated changes.

The bargaining committee started meeting in January, to create the pre-bargaining survey. Our thanks to the members that took the time to complete the survey – it was extremely helpful both in establishing priorities for bargaining and in providing anecdotal evidence to support our position while in bargaining.

Special thanks to Kim Lewall for creating a web-based version of the survey, which no doubt saved us countless hours of collation and tabulation.

We began to meet with the University bargaining team in May, and met regularly through to the beginning of July, when we took a hiatus to allow for vacations. Meetings began again in August, and both frequency and intensity increased through August and September as we got closer to a settlement.

At the end of the day, we were satisfied that we have negotiated the best possible settlement possible.

I have already thanked Kim for efforts with the pre-bargaining survey. I would also like to thank Kim and Garry Sagert for the numerous spreadsheets they produced in the process of developing our salary proposals, and for their computer savvy in analyzing the salary proposals received from the university team. Terry Sherring deserves special mention for his efforts in wading through all of the new federal and provincial legislation governing maternity and parental leaves, to ensure our agreement incorporated the most up-to-date benefits for parents. Tom Gore provided the history of the bargaining unit, at times extremely useful during our lengthy negotiation. I would also like to particularly point out the efforts of Peggy Faulds. Peggy volunteered to take notes at all of our sessions on her laptop. As a result we have the neatest and most comprehensive bargaining notes imaginable (probably in the history of unionization). Not only was this extremely valuable during the bargaining process, but these notes will be an exceptional reference over the next three

years as the collective agreement is interpreted. Her almost verbatim transcription of the negotiating sessions was truly exceptional.

Finally, I would like to give all of our thanks to Tony Bute. Tony proved to be an exceptional leader throughout the process. His guidance and wisdom were invaluable. I am confident that we would not have been able to negotiate as positive an agreement without him.

Signed,

Leelah Dawson

Chair, UVic PEA 2001 Bargaining Committee