

2001 UVic Chapter Chair's Report

November 8, 2001

The essence of a union is the coming together for common purpose and mutual gain. The UVic Professional Employees Association exemplifies the coming together of many for the common good. Each year, since certification in 1995, we have achieved improvements for PEA members at UVic and 2001 was no exception. Looking back over the past year's activities, the high points are the achievements of the Bargaining Committee, the Job Evaluation Committee and the Performance Review Committee.

Our Chapter Executive put in hours of hard work without which little would have been accomplished. This year's executive consisted of Berenice Wood, Maggie Cooper Little, Vincent Connor, Leelah Dawson, Garry Sagert, Carolyn Schneider, Bert Annear, Susan Corner and myself. In addition to meeting twice a month, your executive spent a full day last February reviewing the activities of the previous year and setting priorities for this year. My thanks go to each member for their contributions, and especially to Leelah Dawson, who is leaving the executive this year. I'd like to welcome the newly elected PEA executive members and to congratulate Maggie Cooper Little on taking over as Chair of the chapter.

Our Bargaining Committee spent some six months at the table, reaching a tentative settlement on September 21st. The tentative agreement was strongly supported by our members, with 92.7% of votes cast in favour of the agreement. Especial thanks go to our staff officer, Tony Bute, for leading our team at the table. My thanks to Leelah Dawson, who chaired the committee, Peggy Faulds, who took the most exhaustive notes in the history of bargaining, Kim Lewall, who designed the web-based pre-bargaining survey, Terry Sherring and Garry Sagert. I'd also like to thank the University's team for their patience and cooperation, especially their chair, Phil Reusing. It was a privilege to serve with my colleagues in bargaining and a delight to successfully negotiate a collective agreement that reflects our members' priorities.

That said, there is still work to be done in a number of areas. Achieving tuition benefits, contracting out language and an increased role in University governance remain goals for the future. Bringing new members into the PEA, particularly the recurring Specialist Instructional group, is still being sought by

CUPE 4163 and the PEA. Gaining equitable salaries for PEA members who perform extra-to-load teaching is another goal.

The Job Evaluation Committee continues with their task, though understandably somewhat behind schedule as resources were diverted to bargaining. The analysis of the Benchmark Classifications is nearing completion and the next phase will take place early in the new year. Thanks to Susan Corner, Laura Black and again Tony Bute for all their hard work on our behalf.

The Performance Review Committee has finished designing the performance review instrument and has begun a training program entitled Coaching for Results. My sincere thanks go to Ian Thornton and Joanne Thomas for their work on our behalf and to cooperation from Peter Sanderson of UVic Human Resources. We feel the work of many PEA members has long gone underappreciated and look to consistent and regular performance review to ensure recognition of our members work.

The Association/University Committee maintained a continued dialogue with the administration through monthly meetings, though the committee stood down during bargaining. Maggie Cooper Little, Morag MacNeil and Tony Bute joined me on our side of the table, while Phil Reusing, Steve Gorham and Wayne MacDonald sat on the University's team. Sick leave management and return to work, performance review, job evaluation, intellectual property policies, salary leapfrogging on reclassification, professional development, PEA jurisdiction and contracting out were amongst the issues discussed.

UVic PEA members continue to work with other groups on various issues, both at UVic and beyond. We worked with other B.C. university unions through the Coalition of Unionized University Employees on a number of issues, including funding and governance. Nine members represented the UVic chapter at the PEA's second Annual Convention. Berenice Wood and I serve on the Association executive and have been involved with issues including the structure of representation within the PEA and how best to mitigate the effects of government downsizing on almost all PEA bargaining units. For the next while this is the main issue on which the Association executive will be focused.

A large number of UVic PEA members serve their colleagues on various PEA committees or represent the PEA on joint committees and these people are responsible for the PEA being so effective at representing members concerns at UVic. In addition to the eight members on our executive, assisted greatly by the expertise of our staff officer Tony Bute, we have 20 Local Representatives who

are the immediate presence of the PEA in each building. In all, we have a total of 66 members representing us on Chapter committees, Association committees, joint Chapter/University committees and University committees.

A special thank you to Mel Klassen, chapter webmaster and Jane Kovach, A&AP list parent. Their work has been vital in enabling PEA members to communicate and stay informed about PEA issues. While I am leaving the Chapter executive, I remain Vice President of the PEA itself and will continue to work on challenging issues there. Working to mitigate Government threats to the job security of many PEA members in nearly all of our bargaining units will be the focus of the next year.

For the past seven years it's been a pleasure to work on your behalf as a member of the UVic chapter executive. My thanks to all who have made being chapter chair a stimulating and rewarding experience. My best wishes go to each and every one of you.

Tom Gore
Chair, UVic PEA Chapter
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