

PEA UVic Chapter

Chair's Annual Report - November 2002

In reviewing the activities of the past year, I was struck by the many ways that the Chapter has continued to make improvements to our working conditions and to the University community as a whole. We have been active at the Chapter level, the University level, and with the Professional Employees Association (our umbrella organization) and the wider community.

At the Chapter level, currently 32 members fill 40 committee positions, including the Executive. On joint Chapter and University committees, 24 members fill 26 positions. We have two members serving on our Association Executive, and three members on Association committees.

Joint Chapter and University committees include Performance Review, Job Evaluation, and the Association/University Committee. The Performance Review Committee has been at work for approximately two years to develop a consistent instrument and process for evaluating the performance of PEA staff. The resulting manual, ACoaching for Results,@ has been tested with pilot groups, and training sessions for using the manual will be organized for 2003.

The Joint Job Evaluation Committee have spent many hours on this project. They have now reviewed questionnaires from the benchmark group, and the next step in developing a more accurate and effective process--the distribution of questionnaires to members--is expected to take place within the next few months.

The Association/University Committee provides a forum for our Chapter to dialogue with the University administration through regular (usually monthly) meetings. This committee discusses a range of issues involving the implementation of our collective agreement. Our agenda for the last year also included performance review, job evaluation, professional development and the implementation of a return-to-work program for members on extended sick leave. Current PEA members of the Association/University Committee are myself, Tony Bute, Kim Lewall and Bill McGhee, while Phil Reusing, Steve Gorham and Wayne MacDonald represent the University.

I will briefly review some of the events of the past year:

- November 20 - Tony Bute and I attended the New Employee Orientation, organized by Human Resources, and provided an overview of the PEA for members. A similar event was held this year on October 3, and again I attended to provide an orientation for new members.**
- February 20 - Our February Blues Social, held at the University Club, was one of our most successful social events in recent years. It was well attended, and members enjoyed the company, the food and the music provided by a jazz pianist. We are arranging a similar event for February 2003.**
- February 23 - A contingent of UVic members joined PEA colleagues from other chapters, many of whom faced losing positions through government layoffs, in a protest march to the Legislature.**

- **March 15 - An all-day Executive Retreat at the Oak Bay Beach Hotel provided an opportunity for executive members to develop a stronger working team and to do some long range planning for the Chapter.**
- **April 29 - The PEA Structures Meeting in Vancouver was held in response to a request from members of the Government Licensed Professional (GLP) Chapter who felt the present structure of the Association Executive--which allocates seats to Chapters based on their number of members, as well as ensuring representation for smaller chapters--did not provide fair representation to their Chapter. At that time, the GLP Chapter had the largest number of members. Tom Gore attended this meeting on behalf of the UVic Chapter.**
- **June 4-5 - The PEA Convention was held in Victoria, and our Chapter was well represented by nine delegates.**
- **October 7 - Several of our members participated in the Day of Protest by joining the march to the Legislature. Members of student and community groups and CUPE BC put up picket lines around the campus, and our members were faced with the decision of whether or not to cross.**

The big issues facing the PEA during the past year are those connected with the political climate of our Province and the results of government cuts. Layoffs in government jobs have affected members in other PEA Chapters--particularly the GLPS, and Legal Services. Although, we have not yet felt the direct result at UVic, there is cause for future concern. The layoffs during recent months, as well as the loss of members through the decertification of certain positions, has resulted in a significant decrease in PEA membership. Reduction in services and programs is affecting us all as individuals, for example in increased costs of medical treatment, and the Chapter may need to consider these in future bargaining.

During my first year as Chair, I have tried to establish and maintain contact with leaders of other employee and student groups on campus. I have attended meetings of a UVic political action committee, which includes representatives from CUPE 951, CUPE 4163, the University of Victoria Student Society and the Graduate Students Society. I meet informally on a regular basis with the CUPE 951 President, and I have met with the Faculty Association President and the staff representative on the Board of Governors. During the summer, President Turpin invited me to meet to discuss issues relevant to our members. I see this informal networking as a valuable opportunity to build relationships as a first step in developing future collaboration on common goals.

I want to thank all those who contributed to the work of the PEA during the last year. First, our many committee members, who carry out a wide range of functions, including representing us on University committees and at the Association level. I encourage you to visit our website and review the impressive list of current committees and their members. Our Local Representatives provide a vital link between the Executive and the membership, and are often the first people that members turn to on union matters. I particularly want to thank the members who served on the Executive with me this past year--Bert Annear, Susan Corner, Vincent Connor, Bert Klatt, Morag MacNeil, Bill McGhee, Garry Sagert and Berenice Wood. I also want to express appreciation to our Staff Officer, Tony Bute,

who deals with all labour/management issues affecting members, is on the Executive, the Job Evaluation Committee and the Association/University Committee.

In closing, my appreciation also goes to the membership for your continued support and encouragement.

**Maggie Cooper Little
Chair, UVic Chapter, PEA November 2002**