

## **Chair's Report 2005 AGM 15/11/05**

We've had another year of Challenges with the BC Government and looking back over the year's work of the UVic PEA Executive I realized that this has been one of our busiest years. Along with reporting the details of the work that has been accomplished, I felt that this year it was especially important for you to become more familiar with the people who make up the chapter executive and what motivates them. What I want you to know is that the executives are people just like you who are dedicated to do the professional work of the University, but that they also put their names forward to volunteer to do the work of the union and they do this without receiving any compensation for this important and necessary work.

I believe that they do this work not because they are extraordinary men and women (show retreat picture), but because they're ordinary people who are motivated by an extraordinary belief in working for the common good of all our members here at the University.

So last year as you know the PEA successfully worked at convincing the government that any attempt to divide our Union would be unwelcome. The Government heard from our members and we remained intact as a Union. This time around when the Government began attacking and violating the collective bargaining rights of another union such as the Teachers, the PEA had cause for great concern and made the collective voice of our Union heard as well. The main issues for solidarity between the PEA and the teachers are the impairment of free and fair collective bargaining in BC.

This affects all public sector employees and by extension erodes the mechanisms that our society has had in place for 'civilized' labour bargaining and dispute resolution.

When the PEA heard by end of Friday October 15th that CUPE would call for a Day of Protest at the University on the following Monday, both your Chapter and Association Executive went into overtime and worked throughout the weekend planning and organizing our response while also keeping our members up to date and apprised of the quickly escalating response to the teachers strike. If you came to campus that day you found CUPE blocking the entrances, and PEA executives alongside CUPE in that cold and wet morning advising our members of the PEA's position and how to proceed. (Show pictures of Day of Protest and make additional comments)

Also, there that morning keeping our morale up was our very own Labour Relations officer Tony Bute who tirelessly made the rounds to all the entrances on his bike (show picture - biking in the rain) providing us with up to date information - Sorry Tony, we didn't have a photo so this will have to do. Personally to see Tony pedaling up to us totally soaked head to toe supporting us was inspiring and clearly a morale booster. What you should also know is that it wasn't just the Executive out there that day; members of the PEA also spontaneously joined in that day and provided support. (further comments about PEA members response). And others played their role as well (show Peter's picture ), maybe some not as happily as others. Later that day PEA members also attended the Rally at the parliament building. (show pictures of the Rally)

For the past five years, the PEA executive has been involved in the planning and implementation of the Joint Job Evaluation process. The methodology has been reviewed by the outside consultant Ted Byrnes who fully endorses the proposed plan. It's important to put this JE project in context: the current very outdated and arguably poorly suited classification system will be replaced with the point-factor plan that is better suited to both gender equity and classifying the work that University staff do. Further, the new system will be a joint system where PEA and University collectively evaluate positions. While bargaining teams were successful in getting funding for implementation, this was largely money allocated for equity corrections. The JE process does not address competitive market labour rates: it measures PEA jobs at UVic and weights them internally. So while there is implementation money, the primary goals of the plan are equity, a better classification system, and a joint evaluation process.

The Executive spent many hours reviewing the various implementation models for Job Evaluation of our members. The executive strongly endorses the methods and the overall results of the process and looks forward to rapid implementation of a new rational and fair system at the earliest opportunity. However, this will be delayed until the appeals have been completed. On behalf of the Executive, I want to thank Phil Reusing and Tony Bute for their tireless work on the JE.

Last year the annual executive retreat was held at Dunsmuir Lodge. This is an all day working retreat where the executive come together to review the work and accomplishments of the past

year and plan ahead for the work of the year ahead. Some of these plans include ways that we can celebrate our Union by bringing us together in a social setting. We choose February as the best time of the year to host this event because for many people this is when they start feeling the blues.

So last year to beat back the blues we hired a live band, imbibed some liquid refreshments and tasted some lively cheese. This was our 5<sup>th</sup> annually appropriately titled February Blues Bash.

The event for next year is currently in the planning stages, but as suggested by a new and younger member who attended for the first time last year it may have the added attraction of another purpose; perhaps a wine tasting or maybe will contemplate a cheese tasting as well. Please feel free to send in your suggestions, for ways that you would like us come together and lift our spirits.

For The 2005 PEA Convention held in April at the Radisson in Richmond, UVic had 14 delegates in attendance. (show picture of convention delegates) This is yet another time where our members at large can get involved and have influence on the direction of our union.

This year the members voted that the union move to a bi-yearly convention and holding an education conference in alternating years the first of which will be held in 2006. This move to having the convention held every year is very timely as it will allow for a significant number of hours usually dedicated by staff and the association in preparation for convention to a very busy collective bargaining year.

Our chapter's own present two year collective agreement will end on June 30th 2006 so we will soon be at the bargaining table again. Previous bargaining committees have included both Chapter executive members and members at large who have volunteered for this very important and necessary work. If you believe that you would like to volunteer for work as a negotiator, please let a member of executive know. Overall the PEA is going to have a very busy bargaining year with the majority of the 9 chapters expected to be at the table, this means our Labour Relations Officers are going to be very busy.

I would like to encourage those of you who haven't already done so to go the PEA website and find your way to our Chapter web site and sign-up for the list serve; this is primarily the way we have to efficiently communicate with our members, and therefore this is how members can expect to get the most up to date and relevant information regarding Union news.

Union membership continues to grow and we now have just over 600 PEA members working at UVic. We have seen this source of growth mostly in Computing and Systems Services?

This increase in members as outlined in our Association constitution, has allowed us to have another executive seated at the Assoc executive and John Foxgord has agreed to serve. I presently also serve as an executive and Tom Gore serves as the elected Treasurer to the Association Executive.

The direction and effectiveness of our Chapter is largely determined by our own members. I want

to encourage you as members to consider the ways you can help your union for the good of all. If you are a new PEA member at UVic: your age or length of service isn't important: you're involvement is! Come and join us at events, put your name forward to work on committees, go to conventions, become a local rep, or run for the Chapter Executive!

In closing I really want to express my gratitude to some great people. First to our Labour Relations Officer Tony Bute for stepping up to plate and guiding us and putting the best interest of the membership forward and fighting the good fight. Thank you to Tony and Phil Reising for working 5 long years at bringing JE to fruition. And to my fellow Chapter executive members who work at making this an affective union and who work on several committees besides the Chapter work. For example: human rights, equity, campus planning, & project NOVA.

I thoroughly enjoy working with this great team of people.

Also, a big thank you to our Local Representatives who are stationed in each of the buildings across campus keeping us informed of what is happening in the work place.

Finally a thank you to a outgoing chapter executive member, John Hall. John has been the Admin Officer in Biochemistry and Microbiology for five years, which was a return to his undergrad 'home'. He's been working part-time on a Masters in Public Administration and has been involved with our Local Chapter as a

delegate, member of Executive and served on the most recent bargaining committee. John has done much good work booking rooms and ordering food as well as has regularly attended the Executive meetings and provided significant input. ... Thanks John. *GIFT & COMMENTS*.

Finally I would like to thank you for taking an interest in your chapter by coming out today and hearing about the Chapter's activities over the past year.