

# UVic PEA Chair's Report, 2005-2006

This has been a particularly busy year for the UVic PEA. The highlights of the year included bargaining a new four year collective agreement for PEA members at UVic and completing and implementing the Job Evaluation process for the professional staff. The Chapter Executive and Bargaining Committee spent a full day in February at Dunsmuir Lodge planning for bargaining and JE implementation.

Bargaining was heavily constrained and controlled by the Campbell government but our team, consisting of executive members John Foxgord, Sheryl Karras and Bert Klatt and members at large Kevin Burns, Sandra Guerreiro and Kim Lewall, led by Tony Bute, our Labour Relations Officer, reached an agreement that was ratified by 96% of members who voted by the April 13<sup>th</sup> deadline. The agreement included across the board wage increases of 2% each year and a pro-rated signing bonus of \$4,000. Those members below the ceiling of their salary grade will also receive performance and progression adjustments of 3%. The contract included some health and welfare benefit improvements, increasing reimbursement for visits to chiropractors, massage therapists, and physiotherapists and increasing the University's contribution for basic health, extended health and dental care from 50/50 to 75/25.

Your chapter executive spent much of the year reviewing models of implementation for the Joint Job Evaluation and ratified the plan in the late spring. A joint appeals committee spend a number of weeks meeting to review appeals from members and final implementation was preceded by a full review of all positions in order to resolve anomalies that became apparent as the process came to completion. The final implementation model was reviewed and agreed to by consultant Ted Byrne and the Public Sector Employer's Council. This resulted in wage increases for 58% of our members who were placed in a higher salary grade, effective June 30<sup>th</sup>, 2006 and these members received retroactive salary for the past two years later in the year.

The joint Association University Committee met a number of times during the year to discuss a variety of issues arising from the collective agreement, including Long Term Disability and Professional Development Expenses. Our side was represented by Sheryl Karras, Kim Lewall, Bill McGhee and Tony Bute.

Members of your executive sat on a number of other University committees, including the Project Nova Steering Committee, the Campus Planning Committee, the Central ProD Committee, the Mental Health Committee, the Benefits Committee, the Educational Equity & Human Rights Working Group, and the Employment Equity & Human Rights Working Group. In addition the PEA was represented at the orientation session for new UVic staff. Events for our members included the February Blues Bash and the very well attended summer Pond Party. Finally, I'd like to thank the members of our executive, Tom Gore, Vice-Chair, Vincent Connor, Treasurer, Ian Thornton, Bert Klatt, Alida Abbot, John Foxgord and Sheryl Karras for their work on your behalf.