

# **UVIC Association/University (A/U) Committee Report for 2010**

The A/U is established under article 3 in our collective agreement and has a mandate to foster good relations between the parties and proactively resolve issues that are not the subject of grievances.

Given that 2010 was a bargaining year, the parties agreed to hold A/U meetings in abeyance while negotiations proceeded. Meetings were held in March, April, August and November.

Key issues addressed at A/U, with a brief status report, are as follows:

1. Academic Appointments (article 3.06) – the parties were unable to resolve this matter at A/U or in bargaining, although the PEA did make bargaining gains in regard to non-academic appointments (i.e. PEA member of selection panels under article 5.6).
2. LTD Qualifying Period – the issue of employees' six month LTD qualifying periods being restarted after an unsuccessful return from sick leave, while on a return to work plan, had impacted members such that they were without sick leave while subsequently "re-qualifying" for LTD. This issue was first raised at A/U and then later resolved as there is now a two year trial agreement providing a six week period for return from sick leave that does not impact the LTD qualifying period.
3. Pro-D - the parties continue to discuss changes that have the potential to make Pro-D more accessible to members. The conclusions of the recent Pro-D survey of members will be part of future A/U discussions.
4. The employer has provided A/U an overview of HR systems changes that they are planning for 2011 (i.e. generally moving towards greater on-line access for members and eliminating redundancies, such as multiple paper based forms).
5. Work Intensification – in the context of limited finances, a public sector wage freeze, KIP renovations, Banner upgrades, increasing enrolments and a number of anecdotal reports from members, who are experiencing increasing work demands with fewer resources, the PEA has started a discussion at A/U on how they might work together and separately to address this issue, which will be part of future discussions.
6. Other issues that have been discussed include: A/U processes and procedures, collective agreement implementation, new benefits booklet (Jan. 2011) and PEA email distribution lists.

We would like to thank Tom Gore and Paul Hilchey for their previous PEA service on the committee and welcome Lynn McCaughey and Sandra Guerreiro, who have recently joined the committee.

**A/U PEA Members**

Catherine Franz

Lynn McCaughey

Sandra Guerreiro

Scott McCannell, Labour Relations Officer