

## UVic PEA AGM – 7<sup>th</sup> November 2012

### Chair's Report 2012

I will deliver a review which highlights some of the events that have occurred since the last AGM.

November:

- Immediately after the 2011 AGM our 2012 bargaining team was selected.

December:

- The bargaining committee launched a bargaining survey which gathered feedback from members to help set bargaining priorities.
- Jonathan Foweraker announced he would be leaving UVic to take a job with the BC Public Service. Jonathan joined that chapter executive in November 2009; he served on the 2010 bargaining committee, and also served in various roles on the association executive, including secretary-treasurer.

January:

- Two town-hall meetings were held to discuss the results of the bargaining survey.

*February:*

- Bargaining preparations continue.

*March:*

- A Local Reps Luncheon was well attended.
- Melissa Moroz and John Foxgord met with Gayle Gorrill, VPFO and Kane Kilbey, AVPHR to review the Budget Framework document for 2012/13. A 1.5 per cent overall budget reduction was mandated.

*April:*

- A meeting has held to present bargaining proposals to the membership.
- Bargaining begins

*May:*

- In May, Lynn McCaughey retired. Lynn served on various chapter and association committees over the years. She began serving on the chapter executive in September 2009 and then began serving on the association executive soon after. Lynn was a strong advocate with a great sense of humor. Lynn's retirement created vacancies on the chapter executive and the bargaining team. We were pleased to have Duncan Hogg, a Local Rep from Engineering Co-op, take on the bargaining committee vacancy. John Hall, who has previous experience on the chapter executive, filled the chapter executive vacancy.
- Bargaining continues.

*June:*

- The annual Pond Party was held on June 20<sup>th</sup> – it was well attended by the membership.
- Bargaining broke off at the end of June. We all started to prepare for CUPE Job action and we waited and watched for a BCGEU settlement.
- A membership meeting was held to update members on the current state of bargaining and potential job action.

*July:*

- At our July executive meeting, we heard from PEA representatives on the Central Professional Development committee. They reported to the executive and gathered feedback on proposed changes to the Central

Professional Development Fund policy. It seems that we are not spending the funds fast enough.

*August:*

- An executive retreat was held at the PEA offices downtown. We primarily focused on bargaining and strike preparations.
- Melissa Moroz and Vincent Connor met with Gayle Gorrill, VPFO and Kane Kilbey, AVPHR to review Service Plans and Resource Planning for 2012 – 2015. Departments at the University were asked to plan for a 4 percent reduction in their operating budget for 2013/14 and to develop plans for a further reduction of up to 4 per cent for 2014/15.
- Membership meetings were held in late August and early September to prepare members for imminent picket activity on campus.

*September:*

- Bargaining reconvened for a single day in September.
- Long serving member Tom Gore retired. Tom had been involved with the UVic chapter since its inception back on 1995. Many of you may know Tom from his role as chair of the Local Reps committee – a position he served at since 2002. He also served in numerous roles at the association over the years including several terms in vice-president positions and as secretary-treasurer. At our monthly meetings, I miss hearing Tom's advice or his perspective on something that may have occurred many years ago. We are grateful to Tom for his many years of dedicated service.
- We saw 2 CUPE locals picket on campus.
- Given the activities on campus and the unknowns around bargaining, we decided to pass on a Fall Social event, but we plan to hold a social event in February.

*October:*

- Some further job action occurred.
- BCGEU reached a deal.
- The membership got together for another update meeting.
- PEA/UVIC Bargaining resumed.
- The Bargaining team reached a tentative agreement with the University on October 10<sup>th</sup>.

*November:*

- We are currently concluding our ratification process. Some of you attended the meeting on Friday to highlight the tentative agreement. Please have your ballots returned to the PEA office by November 14, 2012.

Throughout the year, representatives from the chapter met with representatives from other employee and student groups on campus. These meetings, called 'solidarity lunches', were valuable opportunities to maintain clear communications amongst the groups. Doug Sprenger of CUPE 951 played a key role in organizing these events.

We will hear more about the PEA election from Carmen, later on in the agenda. One change to the executive after today will be the absence of Leslie Kenny. Leslie has been involved with association and chapter activities for many years. She has served on the chapter executive since November 2008, and more recently, she has represented UVic on the association executive. Leslie has always provided wisdom to our discussions and is ready to jump in where needed. We wish Leslie a well-deserved break from the chapter executive.

During this AGM you will hear reports from several committees, but there are various others committees that quietly serve us well. We have a page on our website that lists our committees and their membership. The members that volunteer their time and energy on all these committees not only strengthen our chapter, but also contribute to the overall health of UVic.

Our Labour Relations Officer Melisa Moroz is the person who does the heavy lifting when members are facing layoffs, serious illnesses, discipline or other

difficulties. Melissa also advocates for the whole membership on institution-wide issues. For example, she was our advocate when the institutional data breach occurred and when an environmental problem in one of our office buildings caused several members to become ill. And at the bargaining table, she provided us with vital guidance. We thank Melissa for the continued energy, expertise, and compassion that she brings to our membership.

Respectfully submitted on behalf of the chapter executive.

John Foxgord