

# **Association/University Committee Report**

## **REPORT TO THE 1999 ANNUAL GENERAL MEETING**

### **UNIVERSITY OF VICTORIA CHAPTER OF THE PROFESSIONAL EMPLOYEES' ASSOCIATION ASSOCIATION/UNIVERSITY COMMITTEE**

The Association/University Committee (A/U) is a standing committee established under Article 3 of the Collective Agreement between the Professional Employees' Association and the University of Victoria. The purposes of the A/U are "to foster good relations between the parties and to discuss and attempt to resolve any issue relating to the administration of the Agreement that is not currently the subject of a grievance pursuant to Article 9." The A/U Committee meets on a monthly basis. Meetings are chaired alternately by the PEA and University co-chairs.

The Professional Employees Association has been represented during 1998-1999 by:

Berenice Wood, PEA Executive, A/U Co-Chair  
Glen Darling, PEA President  
Renato Danesin, PEA Member  
John Forde, PEA Staff Officer

During the past year, the A/U Committee has addressed a wide range of issues. This includes some topics related to an individual member's situation or request for clarification on a particular issue. Others are matters of on-going discussion related to implementation of aspects of the Collective Agreement, such as the following topics discussed at meetings during 1998-1999:

Topics related to Professional Development, such as:

1. Procedures and guidelines re: members' applications for leave
2. Professional Development Expense Accounts
3. Draft guidelines and procedures for new Central Development Fund
4. Members' concerns re: approval or denial of requests for leave

Topics related to Participatory Governance, such as:

1. Joint Proposal to Senate re Academic Appointments

2. PEA Representation on Search Committees
3. Health and Safety Committees: PEA representation and/or information

Topics related to Benefits and Compensation, such as:

1. Extra-to-load and issues related to compensation for PEA members
2. "Call Out at Home"
3. Re-Classification of Positions
4. Salary Deferral Plan
5. Joint Benefits Committee

Topics related to Communications to and by PEA Members, such as:

1. Issues related to the PEA Listserv (UVAAP-L@UVVM)
2. Orientation of newly hired employees (PEA)
3. Communications to PEA members regarding benefits

Topics related to Job Security and Performance Issues, such as:

1. Job Evaluation Committee
2. Performance Appraisal/Review
3. Progression and Conversion of Appointments
4. Jurisdiction/Reclassification/Posting between certifications

The Association/University Committee is important in maintaining on-going discussions and open communications between the Professional Employees' Association and the University. It is an invaluable forum for discussion of the concerns and interests of members, either collectively or on behalf of individuals. As time goes on it plays an increasingly significant role in implementing the provisions of the Collective Agreement and contributing to the effective operations of the university.

Respectfully submitted on behalf of the PEA Representatives to the A/U,

Berenice Wood  
Co-chair, A/U Committee