

# **Professional Employees Association**

## **UVic Chapter**

### **President's Report**

#### **(1998-1999)**

As the century and millenium come to a close, my second term as your Chapter President is also ending. This is a time for reflection and I have been looking back over the past four years since we certified as a union and most particularly over the past three years that I have been your Chapter President. I am pleased to see how much the Chapter has accomplished in these few short years and I am proud to have been involved during this exciting time.

Members interesting in reviewing our accomplishments as a Chapter are encouraged to read the Chapter Accomplishments page on the Chapter Web site (at "<http://web.uvic.ca/uvicpea/>"). These accomplishments are all directly attributable to the hard work of the many volunteer PEA members who have served on various committees over these years. While you are browsing through the Chapter Web site I would like to encourage you to also take a look at the page on committees to see how many of your colleagues are giving their time and effort to improve our working conditions or terms of employment. I personally feel deeply indebted to all of you who serve on committees on our behalf. Thank-you all.

The UVic Chapter was not in Collective Agreement negotiation this year since the last revision will remain in effect until the year 2001. As a result, one might think that Chapter union activity would have been minimal this year. On the contrary, this was a very full year for our many volunteers.

Some of the major projects in which your Chapter was involved this year include:

- the restructuring of the PEA -- we are now guaranteed representation on the Association Executive, and large representation at the annual convention (welcome changes after last year's disappointing Association Executive election results where two UVic members ran but no UVic members were elected, leaving us without representation on that important body).

- assisting with the Simon Fraser University professional staff unionization drive (which is still ongoing).
- miscellaneous bargaining followups -- such as the Professional Development Expense Account Policy, the Central Professional Development Fund, Extra-To-Load teaching issues, involvement of PEA members in the appointment of senior UVic positions, Job Evaluation, Performance Appraisal, benefits, etc.
- union-building activities such as social events, seminar series, communications activities (using The Professional, the A&AP ListServ, and the Chapter Web site), and a Local Representatives outreach program (where the Chapter encouraged LRs to meet with their local members for coffee on us).
- inter-union activities such as the regular Coalition of Unionized University Employees meetings, meetings with the Minister responsible (Andrew Petter), and by asserting PEA support for both CUPE 951 and CUPE 917 in their still ongoing contract disputes with our employer.
- establishment of procedures in the event of a strike (both establishing PEA policies and UVic policies in anticipation of possible strike action by CUPE 951 or CUPE 917, including the establishment of a list of agreed essential services which all parties agree will be maintained in the event of a strike.

Despite the Chapter's many accomplishments here at UVic, too many individual members continue to have serious problems with the employer. As I said last year, unfortunately I must say again this year: This year surpassed last year as the worst year we have had in the Chapter for problems affecting individual members. Stress levels on campus continue to be high due to budgetary pressures and several members have been put in very awkward positions by inappropriate actions of the employer. Many of these individuals have been helped by John Forde (the PEA Staff Officer assigned to our bargaining unit) and all of them are glad to have the protection of a union in their circumstances. If you are having problems with which the union can help, please talk with John Forde (385-8791, [jforde@pea.org](mailto:jforde@pea.org)).

As I leave office today, there are also a number of important issues that I regret to report still remain unresolved. Extra-to-load teaching appointments continue to be a sore spot. We are paid less than others for that work, and even though most Sessional Lecturers are unionized, our members were specifically excluded from that certification. We also continue to have little involvement in the hiring of senior administrative positions, although our views must now be heard at least. The Job Evaluation plan has unfortunately still not moved ahead

significantly since our last AGM. Through the A/U Committee we are pressing UVic to put this committee to work but little has been done.

Although I will miss the close involvement in Chapter activities I have enjoyed over the last three years I am very pleased to hand over the reins to Tom Gore, your current Vice President and a long time PSA and PEA activist. Tom is someone I have enjoyed working with in the PEA since we served together on the Chapter's first bargaining committee. Tom has been both a mentor and a close friend to me over these years and I think we are very lucky to have him as our new President.

In closing I should point out that I intend to remain active in the organization. I encourage any of you who are interested in becoming involved to step forward and speak with any member of the Chapter Executive. Union service is highly rewarding, both personally and professionally and more volunteers are always needed. I certainly have enjoyed my time as your President. Thank-you for your support during the last three years.

Respectfully submitted,

G. Darling.  
President.