

UVic PEA AGM – 14<sup>th</sup> November 2013

Chair's Report 2013

November 2012

- Collective Agreement is ratified by UVic PEA Members and University

December 2012

- An unprecedented round of layoffs starts at UVic

January 2013

- To date: 25 PEA members have been laid-off due to the 4% budget cuts

February 2013

- Total number of PEA lay-offs is now “close to 30”
- Scott McCannell, Melissa Moroz, and John Foxgord met with the Advanced Ed Critic on issues around post-secondary funding

March 2013

- UVic Executive supports the PEA joining the BC Federation of Labour in 2013 for a three-year trial period
- Melissa Moroz, John Foxgord & leaders from the CUPE locals attended a meeting with Kane Kilbey & Gayle Gorrill to talk about possible outcomes of funding cuts announced in the latest provincial budget. Discussion occurred around further cuts in 2014-15 and the Administrative Services Transformation Project

April 2013

- Melissa Moroz, John Hall, and Emma Carter attended a meeting in Vancouver with counterparts from UBC and SFU
- Retired longtime Chapter member Tom Gore is awarded the PEA Service Award at the 2013 Convention held in Victoria, BC
- A UVic Member Forum is held on BC Fed Affiliation

May 2013

- 2 more UVic Member Forums held on BC Fed Affiliation

June 2013

- On Jun 14<sup>th</sup>, the Chapter Executive gather downtown at the PEA office to engage in planning for the next year
- The June 19th Pond Party was well received by the 70 members attending
- The UVic PEA Chapter and the Faculty Association proposed that a joint investigation be carried out to examine the pros and cons of the existing self-insured LTD Plan and Trust versus an insured plan, and investigate whether the LTD Plan members would be able to obtain the existing LTD coverage at a better price with an insured plan.

#### July 2013

- Chapter Chair attends information session on office recycling pilot study
- Labour Relations Officer reports there were 12 new issues raised in July

#### August 2013

- The Chapter Executive approves expenditures up to \$2000 for up to 8 monthly membership meetings
- Chapter Chair met with President Cassels and discussed issues relating to the PEA Membership

#### September 2013

- Members of Chapter Executive operate the PEA table at the President's BBQ
- CUPE hosts workshop: Duty to Accommodate in the Unionized Workplace - September 30<sup>th</sup> & October 1<sup>st</sup>. Attended by Emma Carter.
- Melissa Moroz and John Hall attend Canadian Labour Congress Training held in Victoria – September 21<sup>st</sup>
- UVic Chapter Members attend a 2 day bargaining training at the downtown at the PEA office – September 24<sup>th</sup> & 25<sup>th</sup>

#### October 2013

- A call for volunteers goes out for the 2014 Bargaining Committee
- Our first Chapter election is held using electronic balloting

When I reported to you at the AGM in November 2012, it seemed as though we had a rough year, but that was before we understood the events that would occur later in November 2012 and into the new year.

Ever since I have been at UVic, as a student or staff member, we have been in growth mode - layoffs were a rare thing. So as an institution, we were all blindsided by what happened last November. It was hard to comprehend something so new and unpleasant happening at our campus.

Throughout the many layoff meetings, our Labour Relations Officer Melissa Moroz represented and supported our members who were impacted by the budget cuts. These were devastating meetings that were unpleasant for all involved. Simply put – Thank You Melissa.

From our strategic planning at the Chapter and the Association, there seems to be an acceptance that we need to evolve to prosper and survive. But how do we evolve? Among a variety of recommendations and approaches, there seems to be a reoccurring theme we continually hear: *become an increasingly engaged and informed membership*. You folks who attended today are getting informed and are being engaged members. We thank you for that. As the year progresses, please be ready to continue your engagement, and encourage others to do the same. Whether it's

attending a Members' Forum, or volunteering as a Local Representative, these collective actions add up when we work together.

Respectfully submitted on behalf of the Chapter Executive.

John Foxgord