

Chair's Report - UVic Professional Employees Association (PEA) AGM – 9 Nov 2017

I would like to start my report by thanking our current executive-

Mike Cave

Katy Chan

Chris Clausen

Melissa Doyle

Kristen Ficke

Ori Granot

Dave Sanderson

And our Labour Relations Officer – Samantha Montgomery, for their on-going commitment to our PEA colleagues across campus. In addition to their role on the chapter executive they also represent our chapter on many committees across campus as well as on the PEA provincial Association Executive. Your executive members are actively engaged with matters that are important to the PEA members at UVic and work hard on your behalf. In addition to our monthly executive meetings the executive members are also involved in UVic committees that are mandated by our collective agreement as well as other committees that are supported by our chapter. I would also like to recognize and thank those members outside of the executive who are involved on behalf of the PEA in various committees and activities across campus including Website, Association/University (A/U), Local Reps, Employment Equity, Central Pro-D, and Safety Committee and our Elections Committee.

Our chapter executive meets on a monthly basis with a standard meeting agenda:

Draft Agenda PEA UVic Chapter Executive Meeting

1. Appointment of minute taker:
2. Motion to approve the agenda:
3. Approve minutes
4. Labour Relations Officer (Montgomery):
5. Association Executive (Ficke/Clausen):
6. Current Business or otherwise to be assigned:
7. Reports
 - 71 Treasurer (Sanderson)
 - 72 Chapter Committees
 - 721 Local Representatives (Connor/Cave):
 - 722 Seminars (Karras):
 - 723 Appointments (Doyle):
 - 724 Website (Clausen/van Hoek):
 - 73 Joint Committees
 - 731 Association/University Committee (Karras/Sanderson):
 - 732 Benefits Committee (Doyle/Granot):

733 Job Evaluation Appeals Committee (Connor/Granot):
734 Employment Equity Advisory Group: not currently active
735 Educational Equity Advisory Group: not currently active
736 Campus Planning Committee (Karras):
737 Central ProD (Seager/Blake):
738 Safety Committee (Clausen):
739 Parking Committee (Granot):

8. Business Arising:

9. Adjournment.

Late last year we concluded the joint LTD Plan Review. As I noted last year in my remarks, the purpose of the review was to determine if moving to an insured LTD plan would be a more affordable option for plan members. The review concluded that our plan should remain as an Administrative Services Only (ASO) plan as this is the most affordable option for our members. As usage of the LTD benefit continues to increase it is good to have this review completed to ensure our members are in the best position possible to support this benefit.

We had an active contingent of delegates attend the 2017 PEA Convention which was held in Victoria in May. The convention brought delegates from all of the 9 PEA Chapters together to address matters that apply to all chapters. Our chapter submitted a resolution which would require that at least 50% of the PEA membership participate in any vote related to changes to our PEA dues structure. This resolution required a change to the PEA constitution and I am pleased that the resolution was accepted.

In 2016 the PEA Health Science Professional was raided by the BCNU. The PEA spent tens of thousands of dollars protecting the HSP chapter. In September 2017 the Supreme Court of BC upheld the BC Labour Relations Board decision which sided with the PEA in determining that the BCNU raid of the HSP was inappropriate. While this action does not directly impact our chapter, the PEA has sufficient financial resources to fend off the BCNU, our members should be aware of what is taking place in other chapters. I know that many members would have hoped that being part of the BCFED would have protected our chapters from raiding, the BCFED only has influence over unions that are part of the BCFED and the BCNU is not a member of the BCFED.

Closer to home, throughout this year we have been engaged in discussions with the university on a number of recurring topics that impact our members. Our A/U committee has been actively engaged in discussions on the job evaluation process and sick leave. These discussions have given us the opportunity to have an initial review a process map for the JJEQ process and identify areas for improvement within the process. On this and other matters addressed at A/U, I am confident that we can work toward adjustments to practice and interpretations that will be mutually beneficial.

I look forward to continuing to work with our executive to serve our PEA colleagues across campus.

Respectfully submitted,

Sheryl Karras