

Association-University Report:

The Association University (A/U) Committee is mandated through our Collective Agreement (Article 3) and serves as platform for the association and university to foster good relations and discuss and attempt to resolve issues pertaining to our Collective Agreement.

Members of the A/U Committee for this past year included:

Professional Employees Association

Sandra Guerreiro

Sheryl Karras

Samantha Montgomery (note we have not had an A/U meeting since Sam went on mat leave in April 2018)

Dave Sanderson

University of Victoria

Nav Bassi

Susan Corner

Eric Mayes

We started the year off by talking about market adjustments and the job evaluation. This has been a theme in A/U over the past year. Unfortunately it seems difficult to come to any resolution on major issues within the A/U format. A/U seems more effective as forum to address issues of a policy nature that the university must incorporate or roll out across the campus.

There were two major changes within the different levels of government this year that impacted the PEA. Parental leave and MSP both required policy changes and these changes were discussed at A/U before being rolled out to members.

Other topics addressed at A/U this year included our ongoing concern about recruitment and retention on campus and the impact on our members, the interest from the PEA in exploring telecommuting and a continuation of our discussion on sick leave. We were able to act on the telecommuting discussion with the survey that we sent out to members and will bring the results and our recommendations to the employer during bargaining. The PEA and university have somewhat differing perspectives on issues with recruitment and retention which tends to shift the focus to less meaningful discussion.

I will repeat my comments from last year as we continue to see the university bring regular requests for exclusions to the A/U Committee. Again, as in past years, these requests included both new and existing positions. While each position is reviewed on its merit, from the PEA perspective we are mindful of an increase in the number of senior positions being targeted for management excluded status.

This will be the third year in which we have a committee tasked with acting on [LOU #8 Re: Article 17](#) to review the administration of paid sick leave in relation to the administration of Long Term Disability. Unfortunately this year we had one meeting on this topic.

A/U is our avenue to address matters of concern regarding the administration of our collective agreement, the A/U Committee is a forum in which we can bring attention to and address concerns. I would invite and encourage members to reach out to our representatives on this committee or members of the executive if you have questions or concerns regarding the administration of our collective agreement.

Respectfully submitted: Sheryl Karras, Association University Committee