

Chair's Report - UVic Professional Employees Association (PEA) AGM – 8 Nov 2018

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 (s) – Samantha Montgomery (who is currently on mat leave) and Al Gallupe (covering for Sam while she is on leave), for their on-going work to support our chapter members across campus. The work that Sam, and now Al, do for our members is almost always very challenging but I know that our members are well served by our very skilled and professional labour relations officers.

In addition to serving on the chapter executive, members of the chapter executive 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 PEA members at UVic and work hard on your behalf. 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, Central Pro-D, Joint Job Evaluation Committee 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 (Gallupe):
5. Association Executive (Karras/Clausen):
6. Current Business or otherwise to be assigned:
7. Reports
 - 71 Treasurer (Sanderson)
 - 72 Chapter Committees
 - 721 Local Representatives (Connor/Chan):
 - 722 Seminars (Ficke):
 - 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.

In my role as Chapter Chair I meet with our LRO and the employer to ensure the PEA is informed of policy or other changes that may impact members. This year these meetings covered topics such as the new cannabis legislation, the university's development of a new performance development and coaching platform. While these meetings are generally informational in nature, they do provide a communication platform for the PEA and the university.

UVic Chapter and the PEA Association

Every year we engage with the other PEA chapters across the province and the PEA staff in either an education conference or convention. In April 2018 the PEA held an education conference with the goal of the conference focused on "Making your Union Stronger" and sessions on deep organizing. While our chapter had a delegate quota of 20 members for the conference we sadly only had 9 members from our chapter submit expressions of interest to attend. Nevertheless, we did play an active role at the conference particularly in the conference session on story-telling where we shared our chapter's struggle for pay equity at UVic and the introduction of the JE process in 2005. The conference, while having a particular theme, does provide an opportunity for PEA members from across all of the 9 PEA Chapters to get together to network and address matters that pertain to all chapters.

As chapter chair and, since November 2017, one of our UVic representatives on the Association Executive, I am increasingly wary of the direction and focus of the PEA at the broader Association level. I see a trend toward relying on our UVic chapter members giving more to the PEA than we receive. This is no way a reflection of the level of professionalism of our Labour Relations Officer. We have the good fortune of having an amazing Labour Relations officer and our members are very well served by – Sam and now Al. My wariness and hesitation is in how our membership dues are allocated and the overall direction of the PEA. The focus of the PEA is steadily shifting to putting more PEA resources toward the broader labour movement and organizing, at the expense of chapters like ours. While our chapter continues to grow our level of support from the PEA has not increased with this growth. Our employer is able to take advantage of our collective agreement and the commitment and dedication of our members; and in a complex working environment unless we are holding the employer to account, our members stand to lose. In my role on the Association Executive I will advocate for our chapter and support an association that directly benefits our members.

Chapter Activities in 2018

In our own backyard, we had an active year. In the spring we had over 300 members respond to our telecommuting survey. Information from the survey will be valuable in our discussions with the

university as we explore models that may work for our campus. Our chapter executive held a one-day retreat in June with a focus this year on preparing for the upcoming bargaining round. While our collective agreement expires in June 2019 the chapter executive were mindful of the current provincial government's coalition and felt it was to our advantage to be prepared to bargain well before the June expiry. Shortly after our retreat we began preparation for bargaining with a formal call out for the bargaining committee. The bargaining committee is comprised of 3 members from the executive and 3 members at-large from the membership. Our bargaining committee for the upcoming round of bargaining includes:

Kristen Ficke (chapter executive), Systems
Adam Gaudes (member-at-large), Systems
Ori Granot (chapter executive), Chemistry
Sandra Guerreiro (member-at-large), Theatre
Sheryl Karras (chapter executive), Business
Jesse Oshanek (member-at-large), Student Recruitment
Al Gallupe, Labour Relations Officer

In October, the Bargaining Committee held a bargaining consultation meeting with members and a bargaining survey went out to members. We had 316 members respond to the survey. In preparing our proposals and package for bargaining the committee relies on input from the bargaining survey, from local rep meetings throughout the year, from issues that have arisen in A/U, from the chapter executive retreat and from issues and situations that arise from our LRO using our collective agreement to support out members and from direct member engagement with members. Thanks to our members for all of the input as we prepared for bargaining. As we hold our AGM the bargaining committee will have commenced bargaining.

This year we participated in a number of solidarity meetings with the other associations and unions on campus. I acted as our representative as we jointly planned and participated in Fair Employment Week in October. While this event has traditionally focused on precarious employment for sessional and contract instructors; this year the Faculty Association, the CUPE locals (917,951 and 4163) and the Steelworkers collectively participated in Fair Employment week including a panel discussion on Precarious Employment and the impact on our members. It was very nice to come together with our campus union colleagues to work on a shared issue.

In 2018, through the Central Pro-D Fund, 103 applications were approved for a total of \$146,666.45 dollars of professional development funding. Thanks to Wendy Seager and Katherine Blake who represent the PEA on this committee. While our annual personal pro-d funding level remains unchanged, it is nice to see marginal improvements in access to and level of pro-d funding through the Central Pro-D fund.

In closing I would like to extend one final thank you and that is to Dave Sanderson who is stepping down from his role on the chapter executive. Dave has been our treasurer and has done a commendable job of ensuring our chapter finances are in good order! I am also very pleased to welcome Adam Gaudes as

our newest chapter executive member. I look forward to continuing to work with our amazing executive to serve our PEA colleagues across campus.

Respectfully submitted,

Sheryl Karras