

Chair's Report - UVic Professional Employees Association (PEA) AGM – 6 Nov 2019

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

Mike Cave
Katy Chan
Chris Clausen
Melissa Doyle
Kristen Ficke
Adam Gaudes
Ori Granot
Cliff Haman

And our Labour Relations Officer (LRO) – Samantha Montgomery, who returned from mat leave in March. The work that Sam does for our members is almost always challenging and I know that our members are well served by our very skilled and professional LRO.

Accomplishments for this year?

- Collective Agreement 2019-2022, GWI 2-2-2
- Increase in strike pay from \$125/day to \$150/day – spearheaded by our chapter at the PEA Executive
- Actively working on the provincial PEA Executive to ensure our chapter members are well served by the PEA (UVic members on Governance Committee, Staff Relations Committee, Equity & Diversity Committee, Finance & Investment Committee, Grants & Donations Committee, Awards Committee)
- From our last round of bargaining the university committed to discussions with the PEA to address ongoing recruitment and retention issues.

At our 2018 AGM we voted to increase the number of our chapter directors from 6 to 7. The intention was to have this increase effective November 2019, however, the chapter executive was pleased to appointment Cliff Haman as a chapter executive director in September 2019, which was a direct result of our chapter's growth. As UVic now has over 1000 members this entitles us to three member-at-large representatives on the provincial PEA Executive. As there was no capacity within our chapter executive to join this committee, and PEA Executive members must also serve on their local chapter executive, we used this opportunity to reach out to Cliff Haman (past chapter president) and invited him to volunteer his time on the chapter executive and on the PEA Executive. Thank you Cliff!

In 2019, through the Central Pro-D Fund, 146 applications were approved for a total of \$228,000 dollars of professional development funding. In September Lisa Pender joined Katherine Blake as our PEA reps on this committee. Thank you to Wendy Seager for all of her years of service on this committee.

In my role as Chapter Chair I meet with our LRO and the employer to ensure that the PEA is informed of policy or other changes that may impact our UVic members. This was a quiet year. We met with OHS to

review the Claims Management Program which assists employees returning to work; and, at our request, with Risk, Insurance and Continuity Planning to review the new iSOS travel registry. 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 Executive

Last year I expressed concern about the direction and focus of the PEA at the broader provincial level. We are in a position, as a chapter, where we should reflect and determine whether the PEA effectively serves and represents the needs of our members.

Many of the concerns that I expressed in my report last year remain. As the second largest chapter of the PEA, our members' dues disproportionately support the operational activities of the PEA. While we recognize the collective nature of the PEA – it must represent all chapters – we are also aware of the slow but steady increase in number of activities that the PEA is engaging in that fall into the category of 'other labour-related initiatives'. Our chapter executive is collectively of the opinion that many of these initiatives do not directly support or provide tangible value to our UVic members.

Additionally, our chapter executive would like to see the PEA bring its spending and activities in line with our current member dues (1%) and needs of the chapters. Our position differs from other smaller chapters; some of whom advocate for an increase in dues to support an increase in PEA activities that support broader labour issues and initiatives. To be clear, your UVic Executive does not believe there is a need to increase dues, and advocates actively for efficiency, strategic decision making and cost-containment on PEA spending. As membership dues are currently the single source of operating revenue, increasing dues is not the best solution for our chapter, particularly when our dues already subsidize much of the PEA activity.

We did have had some break through at the PEA Executive. In September we voted to increase strike pay from \$125/day to \$150/day (less benefits) which reflects cost of living increases since the last time our strike pay changed (2009).

The PEA Convention was held in May (in Victoria) and we had a small delegation attend from UVic. Unfortunately we did not fill all of our seats for convention; we are open to suggestions for how we can increase opportunity and accessibility so that all of our seats are filled. As a chapter we presented a number of resolutions that reflected some of our concerns, none of them were successful at convention.

Chapter Activities in 2019

In our own backyard, we were very busy in November and December with bargaining. In May we hosted APSA and AAPS, our counterparts at SFU and UBC and shared/traded notes about operations at our various institutions.

In July we had our annual pond party with over 80 members and guests in attendance. We held our chapter retreat in July with a focus on reviewing challenges and opportunities for our chapter within the

PEA and contemplating options. We also identified communication for UVic members as an area in which we need more support as our chapter executive volunteers are at capacity.

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

Draft Agenda PEA UVic Chapter Executive Meeting

1. Minutes taken by LRO
2. Motion to approve the agenda:
3. Approve minutes
4. Labour Relations Officer (Montgomery):
5. Association Executive (Chan/Haman/Karras):
6. Current Business or otherwise to be assigned:
7. Reports
 - 71 Treasurer (Clausen)
 - 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 (Ficke/Karras):
 - 732 Benefits Committee (Doyle/Granot):
 - 733 Job Evaluation Appeals Committee (Chan/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 (Blake/Pedersen):
 - 738 Safety Committee (Clausen):
 - 739 Parking Committee (Granot):
8. Business Arising:
9. Adjournment.

In closing I would like to extend one final thank you and that is to Chris Clausen who is stepping down from his role on the chapter executive. Chris has served on numerous committees and has been our treasurer over the past year. He has been a great advocate for our chapter and his input will indeed be missed. I am also very pleased to welcome Telka Duxbury 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