

UVic Chapter of the PEA: AGM

Wednesday, 06 November 2019 – Arbutus/Queenswood Room, Cadboro Commons.

Local Reps Committee Report:

First, I would like to thank Katy Chan for her help as Co-Chair of this committee. It is very useful to have Katy's advice and deep knowledge of Chapter business for the overall running of the Committee and especially at the meetings with the Local Reps which occur three times per year, in spring, summer and fall.

Also, I would like to thank Labour Relations Officer (LRO) Samantha Montgomery for her help with the Local Reps meetings. Samantha's wide labour relations experience and detailed knowledge of our Collective Agreement is a huge help in making the meetings with Local Reps very effective tools for exchanging information and keeping everyone well informed about labour relations at UVic.

UVic PEA Local Representatives continue to be our first point of contact for many of our members who have questions about our collective agreement and our union. Our local reps act to welcome new members to the PEA, are a resource point for members and help to keep members informed of activities going on in our chapter.

In addition to engaging with members in their specific areas, we try to bring all our local reps together three times during the year to exchange information about the various working conditions across the campus and to help the reps get to know each other.

As many as possible of the Chapter Executive also try to attend these meetings as part of their plan to engage more with the local reps.

The meetings this year were held in the Executive Classroom of the Continuing Studies Building on:

- Monday, 11 February 2019.
- Monday, 03 June 2019.
- Tuesday, 22 October 2019.

Each meeting was attended by 6 to 12 local reps as well as 6 or 7 of the Executive. The meetings were also attended by the LRO.

Thanks to Co-Chair Katy Chan for booking the excellent Executive Classroom in the Continuing Studies Building for these meetings. And thanks also to Executive Treasurer Chris Clausen for ordering the much-appreciated lunches.

At the meetings this year, various items arising from the new Collective Agreement (effective from 01 July 2019) were discussed. These included difficulties with hiring and retention following on from the removal of the critical skills allowance and the use of market adjustments to help with the hiring process.

Other issues raised include the perennial problem of 'workload intensification' caused by workloads growing in complexity and volume while staff numbers rarely grow at the same rate. How to cope with difficult managers was another subject that comes up, especially those who choose to deliberately ignore or are simply unaware of specific articles in the collective agreement. Other issues include sick leave, vacation leave, term appointments, professional development, the re-classification process, layoffs and hiring practices that do not give all potential applicants a fair chance at the position. Actual working

conditions is another subject that is coming up as more members are forced to share offices, sometimes under cramped and noisy conditions. This shows up the need to have more opportunities for working from home on one or more days per week in order to share the available office space more effectively.

In the coming year Katy and I plan to schedule three lunchtime meetings to which all of the local reps will be invited. Also, we will try to meet some of the local reps and their members for more detailed discussions about their concerns.

As usual, coffee cards are available from me (from the Chapter's budget) for the local reps to use to invite their members for coffee and a chat.

On a more general level, I would like to remind our local reps and any members thinking about taking on a local rep position, that the central PEA office provides local rep training opportunities once or twice a year to prepare and enable the local reps to serve and assist our members. These are fully paid for by the PEA including reimbursement to UVic for the time off work. This year there was a Basic Local Rep Training Course held on the 23rd and 24th of September that was attended by one local rep from UVic. The Advanced Local Rep Training Course is scheduled for the 18th and 19th of November with one local rep scheduled to attend. The BC Federation of Labour Health and Safety Centre's OHS Training course on the 26th and 27th of February was attended by two UVic members.

I would like to welcome the new local reps who have joined this year:

- Dorothea Harris for the First Peoples House
- Telka Duxbury for the Campus Services Building
- Ash Senini for the Engineering Buildings
- Shawn Tripp for the Business and Economics Building
- Rachel Goldsworthy for the Michael Williams Building
- Tim Smith for taking over in CARSA as well as the McKinnon and Continuing Studies Buildings

I would like to thank the outgoing local reps who have served us so well:

- Igor Chetyrin - Bob Wright Centre
- Nicolas Graves – David Turpin Building
- Duncan Hogg - Engineering Buildings
- Samantha Etzel - First Peoples House
- Melvin Peters - Human & Social Development
- Ana Danut- Medical Sciences Building
- Nick Allen - Ocean Networks Canada, Queenswood Campus
- And a word of remembrance for Janet Person who was an excellent long-time Local Rep for the Murray and Anne Fraser Building.

We currently have vacancies for 7 buildings:

- Bob Wright Centre
- David Turpin Building
- Human & Social Development
- Ian Stewart Complex
- Medical Sciences Building
- Murray and Anne Fraser Building
- Ocean Networks Canada, Queenswood Campus

Anyone interested should contact the co-chairs listed below.

On behalf of all UVic PEA members I would like to thank all of our local reps for their continued support of our UVic PEA colleagues.

List of Members of the Local Reps Committee, November 2019:

Vincent Connor, Chair	University Systems, Clearihue Building
Katy Chan, Co-Chair	Technology Integrated Learning, Library
Building	Local Rep
Admin Services Building	Rachel Goldsworthy
Bob Wright Centre	Vacant and looking
Business & Economics	Shawn Tripp
Campus Security Services	Susan Dempsey
Campus Services	Telka Duxbury
CARSA	Tim Smith
Child Care	Susan Dempsey
Clearihue	Dave Bakken
Continuing Studies Building	Tim Smith
Cornett	Mike Cave
Craigdarroch Commons	Jeff Albert
Cunningham	Kim Curry
David Turpin Building	Vacant and looking
Elliot	Ori Granot
Engineering	Ash Senini
Fine Arts	Sandra Guerreiro
First Peoples House	Dorothea Harris
Human & Social Development	Vacant and looking
Ian Stewart Complex	Vacant and looking
Library	Katy Chan
MacLaurin	Brian Tucker
McKinnon	Tim Smith
Medical Sciences Building	Vacant and looking
Murray and Anne Fraser Building	Vacant and looking
Ocean Networks Canada, Marine Technology Centre	William Glatt
Ocean Networks Canada, Queenswood Campus	Vacant and looking
Petch	Adrienne White
Phoenix	Sandra Guerreiro
Saunders and Saunders Annex	Jason Minard
Sedgewick	Brian Tucker
Technology Enterprise Facility	Jason Minard
University Centre	Melana Mar
University Houses & Health Services	Jeff Albert
Visual Arts	Sandra Guerreiro

Respectively submitted,

Vincent Connor & Katy Chan

Co-Chairs of the Local Reps Committee, UVic Chapter of the PEA