

## PEA AGM - Association Executive Report 2019

The Association Executive consists of the President Shawna Larade (GLP), First Vice-President Cherene Palmer (HESU), Second Vice-President Ronda Field (HSP), Secretary-Treasurer Melissa Doyle (UVic), and representatives appointed by the PEA's chapters. Association Executive representation by chapter:

Chapter	Size (as of 1 Sep 2019)	Member-at-large Representation
UVic	1051	3
GLP - Government Licenced Professionals + Oil and Gas Commission	1239 + 35	3
HSP – Health Science Professionals	177	1
SMS – St. Margaret's School	174	1
HESU – Health Employees' Staff Union	145	1
LSS – Legal Services Society Lawyers	24	2 (shared between chapters, rotates annually)
LSL – Law Society Lawyers	50	
FMEP – Family Maintenance Enforcement Program	12	
ORL – Okanagan Regional Library	29	

Executive members also serve on additional committees, alongside staff and members-at-large from other chapters.

The Association Executive (AE) is the governing body for the PEA, which means representation at this table is critical. Over the years and increasingly in the past several years, decisions are being made that shape the direction and commit PEA resources that are not necessarily in the best interest of our chapter members. As is evident from the representation at this table, the two largest chapters are comparatively under-represented on the AE. Our UVic representatives spend a great deal of energy trying to diplomatically and pragmatically ensure the best interest our chapter members is served by decisions made at the AE.

Over the years we have had excellent UVic voices at the AE table. This year we had some changes to our representation. Chris Clausen, who has represented our chapter so adeptly for the past several years, stepped down. We are very fortunate to have Katy Chan, who is very familiar with our chapter, step onto the AE. Additionally in September, as our representation on the AE increased from 2 to 3 members, Cliff Haman also joined as UVic rep on the AE. Your current Association Executive representatives are: Katy Chan, Cliff Haman and Sheryl Karras.

The Association Executive schedules 8 meetings per year alternating between Victoria, Vancouver and teleconferencing.

### **Standard agenda items:**

Review of Investment report (as at 31 May 2019 - \$10,782,992.13)

2018 portfolio rate of return: -2.72%

Review of Statement of Revenue and Expenditures (current reporting period + year-to-date)

2019 Budget: Operating Revenue - \$1,971,000

## President and Executive Director Reports

### Committee and Chapter Updates

Highlights from the year:

**December 2018** – We held our annual 2 day strategic planning meeting where we reviewed the 2018 Strategic Planning Scorecard. The goals coming out of strategic planning have largely focused on organizing, both internally and externally. The Association committed \$205,000 to strategic planning initiatives, which included hiring an organizing position. This is an example of an initiative and direction that our chapter finds questionable in terms of value to our members.

This meeting was extremely contentious as there has been a long push from some chapters to introduce a paid president position. Again, our chapter has always questioned the value of such a position. The structure of the PEA includes an executive director (Scott McCannell) whose role it is to guide and oversee the PEA. PEA chapters are each quite different thus there has always been a question of what exactly a paid president position would do for the chapters. All reasoning presented to support a paid president role, has failed to meet any rational test to support such a major shift in structure and financial commitment the organization would have to make to support such a role. This discussion and push has created rifts and diminished trust at this table, leading to a very dysfunctional environment.

2018 Grants and Donations Committee – 2018 Giving Back Program

Equity and Diversity Committee – update

**January 2019** – A motion to introduce a full time President for a 2-year trial period – failed. Unfortunately this did not end the discussion. A new motion was introduced to put the vote for a two-year trial president position, subject to finalizing salary and other details including job description, to the membership. This motion passed (6 in favour/5 opposed /1 abstention with Karras, Doyle recording their opposition). While we were unsuccessful in defeating this motion, our members will have the final say.

**March 2019** – The fiscal year for the PEA is April to March. The 2019 budget was presented and approved. The Operating Revenue for 2019 is estimated at \$1,971,000. Operating Expenditures for 2019 estimated at \$1,913,400. However Defense of the Union (BC Fed membership, strike pay, CLC expenses and special projects) were budgeted for \$272,500 (\$130,000 ear-marked for a new organizing position) leading to a deficit budget of -\$214,000. It is important to note the investment income (or loss) is not calculated in the budget. Investment reports are provided in real time.

Operating Revenue	\$1,971,000
Operating Expenditure	\$1,913,000
Defense of the Union	\$ 272,500
Excess of Revenue over Operating & Investment Expenditures: (214,000)*	\$ (214,000)*

\*investment income is not reported until the end of the fiscal year.

**May 2019** – Biennial PEA Convention was held in Victoria 3,4 May. This is when table officer elections take place as well as the membership at large has an opportunity to fully engage in the guiding the direction of the PEA. This year's table officer elections brought some changes to the leadership team of the Association Executive with Shawna Larade, GLP elected as our new PEA president. We did not have

a full contingent of UVic reps. at the conference with 14 of our available 20 seats filled. While our chapter has strong voices at the Association Executive table, we really need our members to engage at convention. As I hope is evident through this report, we need our member's voices heard, in their absences other voices will fill the space. Your chapter executive very kindly nominated your current president for a PEA Service Award, we have now had two UVic reps receive a PEA service award over the past two conventions (Vincent Connor, Sheryl Karras). Our chapter did present a number of resolutions at convention, focused on fiscal management and increasing strike pay, however our resolutions were unsuccessful.

**June 2019** – The PEA confirmed a new term organizing position. Brett Harper has moved into this role. The PEA is preparing for collective bargaining with the union representing our Labour Relations Officers (UWU). Two members from the Staff Relations Committee together with Scott McCannell are on the employer side. This year's bargaining committee includes: Cherene Palmer and Sheryl Karras led by Scott McCannell. The practice of the PEA is that the excluded staff (including the Executive Director) receive the same wage and benefit increases as is bargained at the UWU table.

**September 2019** – This was our first AE meeting with 3 UVic representatives. Our chapter had requested that the PEA Executive consider increasing strike pay and, after considerable discussion a motion to increase strike pay from \$125 to \$150/day less benefits passed. This change equates to the annual cost of living increases since the strike pay was last increased (2009).

**November 2019** – By the time we meet for our AGM, the annual two day Association Executive will have taken place. I did want to note that this year's meeting will follow a different format, thanks in large part to our UVic members on the Governance Committee who have helped guide this change. An outside facilitator has been engaged to run a conflict resolution session (titled Code of Conduct). Time and space has also been created in the agenda for chapter introductions, so we have an opportunity to learn about each chapter.

We continue to live in hope that the PEA decision making and direction, through the Association Executive, will operate in a fiscal and ideological manner that serves our chapter members well. Since I have been on the UVic chapter executive, I know that anyone who has represented UVic at the Association Executive has taken this role very seriously and worked tirelessly to ensure the PEA is a positive vibrant organization that serves and is committed to all of its members.

Respectfully submitted, Sheryl Karras

3 November 2019