



Dear UVic members,

As we prepare for a potential return to campus in the fall, I was able to participate in the [post-secondary Town Hall](#) with representatives from the Office of the Provincial Health Officer (PHO), including Dr. Bonnie Henry. The town hall was an opportunity for the senior administrative team at each public post-secondary institution, as well as local and provincial post-secondary labour union presidents, to discuss the preliminary public health guidance for September 2021.

The session was informative and provided insights into what the PHO anticipates for the fall and beyond. While there was definitely a recognition that we will be living with COVID-19 for a long time, there was also a level of optimism as our knowledge of the virus increases and because the vaccines work very effectively to create a high degree of personal protection. This new period of vaccine prevalence will hopefully replace strict public health orders.

The goal of the PHO is to enable everyone to get vaccinated, as this is the most effective way to create community protection. During the town hall, it was stressed that when we get to the point where 70-75% of adults have received a single vaccine dose this will create strong community protection. In all likelihood, most of us will have our second doses before the fall when classes begin.

While we are encouraged by this news and remain hopeful that we will indeed be able to have a healthy and safe return to campus this fall, the PEA remains committed to raising concerns with the employer and supporting our members through this transition. We continue to meet regularly with other unions on campus to share information and support each other.

I would encourage all of our members to support immunization efforts by getting vaccinated. This is very much a community effort and our actions will not only help us individually but will help strengthen and protect our global campus

community. The employer is required to provide you with up to three hours of [paid leave for your vaccination](#).

If you need support, please reach out. We are always here for our members.

Sheryl Karras  
*UVic Chapter Chair*

## Have you been promoted since May 7, 2020?

The PEA recently settled a grievance in regards to [Article 21.08 \(a\) of our collective agreement](#), which focuses on salary adjustment for promotion or position re-evaluation. Since the settlement, the employer is now required to contact any members who were promoted from May 7, 2020, to complete an assessment of qualifications and experience. The employer is also required to engage in this assessment of any members who are promoted, regardless of job series, on a go-forward basis.

If you were promoted on or after May 7, 2020, please contact LRO Earl Moloney at [emoloney@pea.org](mailto:emoloney@pea.org) to ensure that you are included in this assessment process.

We would also like to extend our appreciation to the member who brought this issue forward, which resulted in a positive outcome for them as well as for other PEA members.

## Long Service Vacation

Members are reminded that long service vacation will expire with the end of our current collective agreement and therefore accrued long service vacation must be used up before June 2022.

## Employee and Family Assistance Program

A reminder that the university has made the [Employee and Family Assistance Program](#) (EFAP) available to all staff including term employees. We expect term staff to have access to EFAP until September 2021.

## PEA Convention

Thank you to our members who joined the 14th virtual PEA convention proceedings as delegates on April 29. There was lively debate on the resolutions and we were pleased to see Cliff Haman elected as the new PEA Second Vice-President. Congratulations as well to Melissa Doyle on her re-election as PEA Secretary-Treasurer. We are pleased to have two UVic members as table officers for the PEA.

## PEA Member Survey

Just a heads up that the annual PEA member survey will launch next week and we encourage all members to share their feedback. Your responses help shape the focus and direction of the PEA and how the union can work effectively for our chapter.

### Key Dates

#### Central Pro-D Fund Application

Deadline - May 31

#### National Indigenous Peoples Day

June 21

#### PEA Scholarships and Bursaries

Deadline - June 30

Use the links below to contact your Local Rep or Chapter Executive.

[UVic Local Reps](#) | [UVic Chapter Executive](#)

---

**Professional Employees Association**

505 1207 Douglas St

Victoria, BC V8W 2E7

Canada

Toll free: 1-800-779-7736