

PEA AGM – 3 November 2021

Association-University Report:

The Association University (A/U) Committee is mandated through our Collective Agreement (Article 3) and serves as platform for the association and university to foster good relations and discuss and attempt to resolve issues pertaining to our Collective Agreement.

Members of the A/U Committee for this past year included:

Professional Employees Association

Sandra Guerreiro
Sheryl Karras
Samantha Montgomery/Earl Maloney
Kristen Ficke

University of Victoria

Nav Bassi
Andrea Giles
Lisa Goddard
Steve Gorham/Erinn White

Like last year, most of this year was spent discussing COVID related issues. Our Chapter chair and our LRO met with the employer weekly for most of this year to stay as up-to-date as possible while the environment was very dynamic. They provided input for return-to-work, vaccine mandates, and were involved in lobbying both the employer and the government for safer conditions for our return to campus this Fall.

Other topics we covered throughout the year, when not discussing Covid, were allocation and reporting of the Service Improvement Allocation (SIA) funds, issues with and improvements to the process for preferential hires, and the new remote work framework.

This year we also pushed hard to have the employer set up the joint recruitment and retention subcommittee that they had agreed to set up in the last round of bargaining. The committee includes employer and union members that are involved in the Job Evaluation process. Its purpose is to brainstorm solutions for problems with the Job Evaluation and Market Adjustment processes we have now that cause issues with Recruitment and Retention. Solutions proposed by this committee are non-binding, but if the ideas seem good, we can propose them when we bargain the next collective agreement next year. The committee had its first meeting in July. This has been on the backburner because of Covid, but we hope to meet a few more times before bargaining next year.

Respectfully submitted: Kristen Ficke, Association University Committee