

Chair's Report - UVic Professional Employees Association (PEA) AGM – 3 Nov 2021

As I reflect back on this year, it has been another year that has challenged us in so many ways but again our members have stepped up, been creative and have managed chaos and smoothed out confusion to support our students, colleagues and campus stakeholders. It has been a year of frustration as we have been working on issues with the university since our last collective agreement with no resolution. Additionally for many members the return to campus and ability to engage in a remote work arrangement has been less than smooth. As a chapter, we remain committed to supporting and advocating for members by engaging with the university in good faith.

I would like to acknowledge and thank our current executive who work tirelessly on behalf of our members:

Mike Cave (left UVic September 2021)

Katy Chan

Melissa Doyle

Kristen Ficke

John Foxgord

Ori Granot

Sandra Guerreiro

Cliff Haman

And our Labour Relations Officer – Earl Moloney, who provides amazing support for our members.

Accomplishments for this year?

- Establishment of 2022 Bargaining Committee
- Return to work for those members impacted by Temporary Work Force Adjustment
- Actively working on the provincial PEA Executive to ensure our chapter members are well served by the PEA (UVic members hold two of four table officer positions: Melissa Doyle, Treasurer and Cliff Haman, Second Vice President)
- Joint petition (with FA related to covid protocols on campus)

Earl and I met regularly (weekly or biweekly) with the employer to discuss emerging issues related to the pandemic.

We also continue to meet regularly with the other union groups on campus. We also participate in the Vancouver Island Post-Secondary union meetings where we identify areas of common interest and concern.

UVic Chapter and the PEA Association Executive

In addition to our own chapter executive, we also hold membership on the broader PEA Association Executive (AE). There are 10 chapters in the PEA with chapters ranging in size from 12 to 1150 members, including professions ranging from lawyers to foresters from teachers to labour relations officers. Representation on the AE is based on the size of each chapter, with our chapter entitled to 3 members. Katy Chan, John Foxgord and I, represent our chapter on the AE. Congratulations to Melissa

Doyle and Cliff Haman both were elected as Association Executive Table Officers at the 2021 Convention. Melissa serves as Secretary Treasurer and Cliff Haman as Second Vice-President.

Chapter Activities in 2021

We continued our focus on our quarterly communications including member profiles. We had a quiet year in terms of engagement and our workshops, but the PEA Central office stepped up providing a wide range of workshops for members from all chapters.

Thank you to all of our members who completed our Return to Work Survey. The information related to remote work arrangements and workload will also be useful to the bargaining committee. Early in the summer we requested that the University extend the Long Service availability, we are still awaiting a response.

In 2021, the Central Pro-D Fund approved 78 applications for a total of \$106,600 dollars of professional development funding.

I would also like to thank all those who volunteer their time on PEA committees or as Local Reps to support our chapter and our PEA colleagues across campus this past year. Your effort, support and engagement is greatly appreciated. I would also like to encourage members to consider putting their names forward when opportunities come up.

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

Draft Agenda PEA UVic Chapter Executive Meeting

Minutes taken by LRO

1. 1 Motion to approve the agenda:
2. Approve minutes
3. Labour Relations Officer (Moloney):
4. Association Executive (Chan/Foxgord/Karras):
5. Current Business or otherwise to be assigned:
6. Reports

61 Treasurer (Foxgord)

62 Chapter Committees

621 Local Representatives (/Chan):

622 Seminars ():

623 Appointments (Doyle):

624 Website (Chan/van Hoek):

63 Joint Committees

631 Association/University Committee (Chan/Haman/Karras):

632 Benefits Committee (Doyle/Granot):

633 Job Evaluation Appeals Committee (Chan/Granot):

634 Campus Planning Committee (Haman):

635 Central ProD (Pedersen/Thompson):

736 Safety Committee (Granot/Haman):

737 Parking Committee (Granot):

8. Business Arising:

9. Adjournment.

On a personal note, my time on the chapter executive has come to an end. From my vantage point, we have an amazing executive team, deeply committed to supporting our members. For me, the chapter executive has been a place and space where we debate, share and exchange perspective and ideas. I am very grateful for the opportunity to have served my colleagues across campus in a small way.

Respectfully submitted,

Sheryl Karras