

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
Cliff Haman
Samantha Montgomery
Kristen Ficke

University of Victoria

Vanessa Cartwright
Michael Lancaster
Garry Sagert
Andrea Giles
Lisa Goddard

This year HR welcomed Michael Lancaster to UVic as the new Associate Director, Labour Relations & HR Consulting and he has joined the A/U committee.

In the early part of the year, we wrapped up the hard work we did last year bargaining by ratifying the new collective agreement. Around the same time, we learned about the budget cuts and the possibility of layoffs, and started work on using the lessons learned from the last round of layoffs to hopefully improve the layoff process for our members this time around. We also communicated poor morale amongst our members due to budget cuts, work intensification, and issues with recruitment and retention.

In the Spring we started talks about the Central Pro-d Policy review that was planned for this year. UVic did a lot of consultation and decided they needed to do more than just housekeeping. To allow the space to address it fully and because of the issues with budget this year, UVic has decided to handle these changes in January 2024. We're interested to see the changes, which will help inform our proposals around Central Pro-d for the next round of bargaining.

We also worked with the employer to implement new contraception coverage from the province, and handle some of the first Remote Work Arrangement (RWA) appeals, and we are now working with the Employer to formalize the RWA Appeal process.

This year we had a hiatus during Summer, and as we moved into Fall we've had more discussions around Covid as cold and flu season hits.

Respectfully submitted: Kristen Ficke, Association University Committee