

We acknowledge and respect the Lək'wəḡən (Songhees and Esquimalt) Peoples on whose territory the university stands, and the Lək'wəḡən and WSÁNEĆ Peoples whose historical relationships with the land continue to this day.

At this stage these words are likely familiar to us all. These are important words to read and to speak, to hear and to understand. However, words alone might inspire the spirit, but they must be supported with meaningful reflection and thoughtful action to manifest positive change. A union such as ours is uniquely placed to advocate, represent, and improve conditions for all members, including and particularly now our many indigenous members. Let us all continue to perform this important and vital work.

**Good afternoon,**

If I were to sum up the past year for this chapter in a single word, that word would be turbulent. Or maybe WTF, but admittedly, not really a word.

Consider, at this time last year we were stuck amid the hiring 'hold and review' process, and our bargaining team was diligently hashing out an overdue collective agreement with management. The new year brought some good news in the form of a commendable, complete, and comfortably ratified collective agreement. Also, an end to the hiring hold and review process. A promising beginning to the year.

Then February made me shiver.

The University announced across the board horizontal budget cuts of 4%, which affected not only every departmental budget, but also precipitated a round of layoffs. These cuts and layoffs necessitated a re-organization of many units, which in turn resulted in a second round of layoffs. Trimmed budgets, two rounds of layoffs, fewer staff remaining, and in many cases no clear pathway to reductions in workload. For many the results have been stressful and demoralizing. We hear you. We, the chapter executive and our LRO, continue to dialogue and work this problem with both our membership and the employer, who are regularly made aware of the issue.

The year was surely challenging, but I don't want this to be a big bummer of a chairs report. Although the cuts and layoffs were prominent throughout the year, there were many positive accomplishments as well:

As mentioned, the collective agreement

- Compensation and COLA increases in the CA
- first steps to decolonize the CA
- RWA in use and being tested
- other positive language gains parental leaves
- Coffee Talks and town halls!

## Accessibility Committee

Special thanks to anti-ableist (Accessibility) committee members and Melissa Doyle

Khalela Rodriguez-Bell

Charlie Watson

Niels Melis-De Lamper

Cara Segger

Thanks to other committee members.

## Final talking points:

- PS Funding Model is broken: underfunded by government, over-reliant on foreign student enrollment
- March: Met with Eric Peters Chief of staff for Minister PS edu Selina Robinson
- May: Select Standing Committee on Finance and Government Services
- Thanks to ED Scott McCannell for his part in making those opportunities possible for us.

I have appreciated occupying this chair's position over that past two years and look forward to supporting the new chair and executive members as we move forward.