

PEA AGM – 6 November 2024

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

Early in 2024, the campus snow closure prompted discussion about the need for better communication and advanced warning systems wherever practicable. The lessons from the previous year's budget cuts also dominated our discussions, and the PEA advocated that canvassing for voluntary departures was a better solution than involuntary layoffs. We also gave member feedback on the desire for the return of the annual parking pass, and raised questions about the planned centralization of IT services and the increasing number of excluded management positions on campus.

In March we learned about the planned changes to the Professional Development Policy and while we welcomed the expansion of eligibility requirements to term employees with more than a year of service, we also discussed the need for an adequate grace period for members who had been saving money to buy personal technological equipment. We also highlighted the ways in which per diems have been lower for UVic employees than comparator institutions and flagged the negative impact that the closure of the McKinnon weight room had on members' morale.

By May, new questions and concerns about the encampment were raised, along with discussions about campus security protocols. We took a break over the summer due to a variety of pressing labour relations issues and scheduling conflicts. We reconvened in September and learned more about the University's proposed Indigenous Citizenship Declaration policy and planned consultations with staff.

Our last meeting was held in October and the PEA raised concerns around the interpretation of union leave under Article 1 and work scheduling under Article 10. We have committed to do more member education around these topics in the lead up to bargaining, including our upcoming townhall on November 20th, and have asked for HR to also educate management accordingly.

Respectfully submitted: Sam Montgomery, Labour Relations Officer