

Draft Minutes PEA UVic Chapter Executive Meeting  
Wednesday Mar 5, 2025  
11:30pm-1:00pm

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We acknowledge and respect the ləkʷəŋən peoples on whose unceded territory the University of Victoria is situated and take to heart our role in working toward reconciliation. We appreciate the generosity of the Songhees, Esquimalt and W̱SÁNEĆ peoples and acknowledge their historical and continued relationships with the land.

*\*Kristen to update the Territorial Acknowledgement*

In attendance: Kristen Ficke (Chair), Lara Read, Katy DeCoste, Sandra Guerreiro (Vice Chair), John Foxgord (Treasurer), Ash Senini, Lukasz Krawczyk, Stephen Portman (LRO), Cara Segger (Guest)

Regrets: Cliff Haman, Ori Granot

Minutes taken by: Stephen Portman, LRO

1. Cara Segger – Accessibility Overview – 15m
  - 1.1. CS - Overview of changes in accessibility in provincial law and federal law as well as ongoing accessibility work on campus.
2. Approve the draft agenda
  - 2.1. Approved unanimously
3. Approve minutes from previous meeting
  - 3.1. Jan corrected
    - 3.1.1. Approval moved to march
  - 3.2. Feb
    - 3.2.1. Approval moved to March
4. Chair's remarks
  - 4.1. Solidarity
    - 4.1.1. Update from Island Solidarity Meeting
      - 4.1.1.1. KF – Budget cuts having impact across the island and Camosun
    - 4.1.2. Update from UVic Solidarity Meeting
    - 4.1.3. Update Federation of Post-Secondary Educators of BC (FPSE)
5. Labour Relations Officer (Montgomery/Portman)
  - 5.1. ONC mediation
  - 5.2. Solidarity Subcommittees
    - 5.2.1. Academic Writing Requirement (AWR)
    - 5.2.2. Student Accommodations
      - 5.2.2.1. Joint letter
        - 5.2.2.1.1. SP to review draft for approvals with executive
    - 5.2.3. New Budget Model
      - 5.2.3.1.1. Under review through AU and Solidarity committee
    - 5.2.4. Admin Salaries
      - 5.2.4.1.1. FOI pending
  - 5.3. Faculty of Health
    - 5.3.1.1.1. Process will be completing in May. SP participating in meetings.
6. Equity / Diversity / Inclusion
7. Association Executive (Haman/Foxgord/Senini/Granot)
8. Current Business
  - 8.1. Katy DeCoste – Welcome!
    - 8.1.1. Motion from Slack - As per the chapter constitution article 11.4.3, I nominate Katy DeCoste to fill the vacant director role on the UVic chapter executive.
      - 8.1.1.1.1. Moved CH, Seconded LR, motion passed.
    - 8.1.2. Who can be buddy?
      - 8.1.2.1.1. CH – to be buddy
  - 8.2. Meeting with Provost: would like to ask now at same time Student Accommodations joint letter
    - 8.2.1. Proposing Agenda
      - 8.2.1.1. Student Accommodations
      - 8.2.1.2. Representation on academic hiring committees
      - 8.2.1.3. Academic Writing Requirement changes
        - 8.2.1.3.1. Discussed for sake of transparency. Request to be brought forward before next meeting
  - 8.3. Ombuds Committee PEA posn vacant
    - 8.3.1. Propose Stephen attend for now.
      - 8.3.1.1. SP to attend and advise on options for member participation at next meeting.
  - 8.4. 30<sup>th</sup> Anniversary celebration event – check-in – subcommittee organize?

- 8.4.1. The sub-committee will be - Ash, Lara, John, Sandra, Cliff, John, Stephen – SP to send doodle.
- 8.5. AGM Date – Nov 5<sup>th</sup> – sent calendar invite
- 8.6. Sam thank you
- 9. Reports
  - 9.1. Treasurer (Foxgord)
    - 9.1.1. JF – Update on budget to follow at next meeting.
  - 9.2. Bargaining Committee (Guerreiro)
    - 9.2.1. SP – update on next steps in process.
  - 9.3. Local Representatives (Senini)
    - 9.3.1. AS – to be reaching out to local reps who have not been as active. Reviewing for level of interest of these members in continuing on.
  - 9.4. Member Outreach (Haman)
    - 9.4.1. Coffee date was successful and well attended. CH to schedule future date.
  - 9.5. Appointments (??)
  - 9.6. Website (Haman)
    - 9.6.1. Has been updated
- 10. Joint Committees
  - 10.1. Association/University Committee (Haman/Ficke/Guerreiro)
  - 10.2. Benefits Committee (Krawczyk/Granot)
  - 10.3. Joint Job Evaluation Committee (Ficke)
    - 10.3.1. Update from Stephen re: Mercer
    - 10.3.2. Final benchmarks have been completed. Waiting on budget for consultation
  - 10.4. Job Evaluation Appeals Committee (Granot)
  - 10.5. Campus Planning Committee (Wikkramatileke)
  - 10.6. Central Pro-D (Thompson/Nichol)
- Safety Committee (Granot)
  - 10.7. Parking Committee (Granot)
- 11. Business Arising
- 12. Adjournment