

Chair's Report

Submitted by Kristen Ficke, UVic Chapter Chair

2025 Chapter AGM

November 5, 2025

Territory Acknowledgement

We acknowledge and respect the Ləkʷəŋən (Songhees and Xʷsepsəm(ko-sap-sum) /Esquimalt) Peoples on whose territory the university stands, and the Ləkʷəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day.

Reconciliation

Our work on reconciliation continued this year with supporting our indigenous members through the planning and implementation of the new Indigenous Citizenship Declaration process. In addition, as we moved through the benchmarking process in our joint job evaluation plan update, we ensured that the skills and experience of our indigenous members, who are the foundation of the reconciliation work on campus, are appropriately captured and remunerated in the new plan. And now, as we move into bargaining, we plan to continue our work with Indigenous members and UVic on how to decolonize the benefits package and Collective Agreement.

Solidarity Work

2025 was a year of solidarity work for our chapter in the lead up to bargaining. We've been working hard to build and maintain our relationships with other campus unions and other unions in BC. In the early part of the year, other higher education unions were still responding to budget cuts, one of which was Camosun College. To support them a couple of us attended their rally in April to get a better plan for how to handle the cuts. In the Spring, we also participated in the Faculty Association (FA) Collective Bargaining kick-off which was held on the quad and was a lot of fun. Through the Summer we moved into work on the accessibility and accommodations joint-letter and petition with the other campus unions, including the student unions. The petition has almost 700 signatures and has had a moderate impact. We are now working out the best way for our union to participate in accessibility and accommodations consultations going forward. And more recently, on Oct 6th a few of us participated in the march and rally at the Legislature here in Victoria, which was attended by around 10,000 people supporting the BCGEU and PEA GLP chapter strikes.

Bargaining Prep

In the Spring we recruited the Bargaining Committee and supported them through sending out the bargaining survey and proposal development.

UVic Changes

2025 was another big year for changes at UVic, and we have been keeping informed on transitions like the new UVic Budget Model and the establishment of the new Faculty of Health and handling any member concerns about these two shifts.

Internal Chapter Work

This past year we had a labour relations officer (LRO) transition. In December 2024 Stephen Portman started with our chapter and had a 3 month overlap with Sam Montgomery, and then we said goodbye to Sam in March 2025. We appreciate all the work that Sam did with us over the years that she was with us, and we will miss her going forward.

For a few years now, purchase of a tool for chapter communications was in our annual Strategic Plan, but this past year we finally decided on and purchased Slack, which has been very useful for keeping us organized.

2025 also marked our 30th anniversary as a Chapter, and we held a pond party in June to celebrate. We hadn't had an event at the University Club since before the pandemic, and it was good to be there enjoying patio again. Thanks to all the Chapter Exec members and the PEA staff for organizing the event.

Over the past couple of years, we've had some vacancies on the Chapter Exec but this year we got to full capacity when 3 new folks joined us: welcome to Lukasz Krawczyk, Lara Read, and Katy DeCoste. In addition, at the last AGM, a second-vice chair position was established on the Chapter Exec, with the Chair and 2 vice-chairs being the Association/University (A/U) committee representatives. This new format has worked quite well over the past year, and I hope that continues. And finally, there will be some more changes in leadership going forward as I step down from the Chapter Exec to focus on my work.