

## **PEA AGM – 5 NOVEMBER 2025**

### **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**

Kristen Ficke  
Sandra Guerreiro  
Cliff Haman  
Samanth Montgomery (until February 2025)  
Stephen Portman (February 2025 onwards)

#### **University of Victoria**

Vanessa Cartwright  
Andrea Giles  
Lisa Goddard (on leave as of March 2025)  
Michael Lancaster  
Garry Sagert

The committee met four times over the last year, in November, February, March and May.

In November 2024 we discussed bargaining timelines and when the PEA was going to be at the table. Job evaluation plans were moving forward at this time.

In February we discussed the new budget and PEA coverage as Stephen Portman, our new Staff Officer was transitioning into Sam Montgomery's role. We also discussed dispute resolutions and the first step in the complaint process is to contact EQHR.

March brought a discussion on the AWR changes and how it would impact PEA membership. The PEA requested that emails be sent from HR to department leaders when members join union committees so that leaders are aware of the rights and entailments of PEA members serving on committees. Issues on accommodations were brought to the committee. PEA also requested to meet with the Academic Provost to go over some issues that our members in academic departments have been facing.

During our last meeting in May, we mainly discussed excluded manager requests, how to interpret absences for unavoidable personal business and whether PEA would be part of the process of Indigenous Identification at UVic.

Respectfully submitted: Sandra Guerreiro, Vice Chair UVic Chapter