
Labour Relations Report

November 3, 2025

RE: Annual General Meeting of the Professional Employees Association University of Victoria Chapter

Summary: The following report marks my first as the Labour Relations Officer (LRO) assigned to service the PEA membership at the University of Victoria. I would like to start by thanking Sam Montgomery, the previous LRO, and the PEA membership at large for the warm welcome, support and guidance that has been shown to me in transitioning into this role.

This year has been an incredibly busy one for the Chapter Executive, complete with challenges, opportunities and even celebration. The priorities set by the Executive in the 2025 Strategic Plan were ambitious and the membership rose to this challenge and made significant progress in most priority areas. Specifically, I am pleased to report on progress in the areas of accommodations, management exclusions, and member engagement. In addition, I will cover a report on the state of grievance filings, enforcement of the collective agreement, and bargaining both at UVic and in the broader public sector.

Management Exclusion: This year and in the two previous years, there have been a significant number of management exclusion requests. In response, the Executive made it a priority to ensure that where exclusions are requested, they are only agreed to subject to a strict application of the *Collective Agreement* and *BC Labour Relations Code*.

Where an existing PEA-UVic position is made excluded or where the Employer creates a position to be excluded, that would more rightly fall within the regular classification of a PEA member; the result is an erosion of the bargaining unit. This causes loss of opportunities for member job advancement within the PEA, as well as a loss of bargain unit numbers that reduces strength at the bargaining table and beyond.

In response to the Executive's directive, we worked diligently over the past year to ensure that only those management exclusion requests that are appropriate are created or released from the bargaining unit. This ensured that exclusion requests are only agreed to in exceptional circumstances, potentially for time-limited periods and not as a matter of due course.

Accommodations: The Executive, through collaboration with other on-campus unions and student groups, led the development of an advocacy campaign to bring awareness to the challenges created by the growing number and complexity of student accommodation at UVic.

The issues arising from accommodations are increased workload and stress for many members of the PEA who work as Instructors and in the accommodations network. Our advocacy led to the coordination of a letter to the administration and a resulting petition. Advocacy on this issue has continued since the closure of the petition as the committee looks to influence decisions at both the Senate and Board of Governors level.

In addition, the Chapter has established an ad hoc Accommodations Sub-Committee with PEA members who will continue this work going forward in the interest of the membership and in the cause of ensuring a more accessible and inclusive campus for members and students alike.

Member Engagement and Solidarity: This past year, the PEA-UVic membership has demonstrated an incredibly high level of engagement. From packed Coffee Talks on campus to an at-capacity Pond Party to celebrate the Chapter's 30th Anniversary, there were plenty of opportunities to gather and connect.

The 2025 Bargaining Survey attracted nearly 700 participants and the member feedback we have received as we head into bargaining has been incredible. With on-campus engagement at an all-time high, the past year saw an expansion of engagement across Chapters within the PEA and in engagement with other unions through the recent province wide job action.

The past few months have involved an eight-week strike across the province that involved over 28,000 public sector workers from the PEA-Government Licensed Professional (PEA-GLP) Chapter, conducted in solidarity with the BCGEU. This has been an unprecedented moment in the history of the PEA, and has taken the strength and resilience of all members and staff in the fight to establish a stronger bargaining mandate for all public sector workers. The result of the strike is still unknown as talks continue with the PEA-GLP Bargaining Committee and the BCGEU ratification process continues to unfold. While the outcome is not yet clear, the solidarity that has been built throughout the strike has demonstrated incredible momentum in movement building between Chapters of the PEA and throughout the wider labour movement.

During the job action, PEA-UVic members acted in solidarity with striking workers province wide by walking the picket lines, attending rallies, dropping food donations, joining letter writing campaigns and more. We were also joined on the line by members of the on-campus Union community including CUPE Locals, 4163, 917 and 951, as well as the Faculty Association of UVic.

In addition to the historic job action, the PEA-UVic membership acted in solidarity by attending bargaining rallies for both the Camosun and UVic Faculty Associations and have been active in coordinating with other post-secondary labour organizations through Island Solidarity, UVic Solidarity and the Federation of Post-Secondary Educators of BC.

Grievances and Collective Agreement Enforcement: The primary responsibility of the LRO is to enforce our members' rights under the collective agreement. While we always strive for informal resolution, certain disputes must be advanced through our grievance procedure. Consistent with last years' report and across the PEA, we have seen an increasing number of grievance disputes advancing to mediation and arbitration. These are time-consuming and costly endeavors for both sides, leading to a record high in terms of

legals bills for the PEA.

The PEA adopted new grievance process software in 2025 (IMIS) which allowed for more accurate tracking of grievance case work. For the period between November 1, 2024, to October 31, 2025, the PEA-UVic opened a total of 111 cases. Of the total number of cases, 98 were classified as issues and 12 were classified as grievances.

For the purposes of this report, a *grievance* refers to a formal filing where the Employer has received written notice from the PEA under Article 9.03 of the Collective Agreement. An *issue* refers to a matter or concern that the LRO has received and reviewed for support but has not filed as a formal grievance.

The PEA-UVic Chapter has the highest number of both grievance filings and issues of any other chapter in the PEA over the reporting period. As we move forward in the implementation of data reporting through IMIS, future reports will be able to provide a more comparative analysis of workload between Chapters. In turn, this will enable the PEA to more accurately assess staffing allocations and determine LRO resourcing across Chapters.

Bargaining 2025: The PEA-UVic collective agreement expired on June 30, 2025. Negotiations at UVic have been delayed by the province wide public sector strike, initiated by the BCGEU and the PEA-GLP Chapter, which has pushed back the formation of the 2025 public sector bargaining mandate. Preparation for bargaining has been ongoing since November 2024, and the bargaining committee was appointed in February 2025. Since being appointed, the committee has completed the membership bargaining survey, proposal development process, and conducted two membership town halls on the bargaining process.

Table negotiations are currently scheduled to commence November 6-7 and December 1. It is anticipated that additional dates will be needed in the early new year.

Conclusion: This year has been marked by strong member engagement, strategic advocacy and diligent enforcement of our collective agreement. As we move into bargaining and continue addressing workplace challenges, the PEA-UVic Chapter remains committed and active in the protection of member rights and strengthening the union through solidarity and collaboration.

In Solidarity,

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