

THE PROFESSIONAL

Professional Employees Association | pea.org

Winter 2013



BARGAINING RECAP

A look back at public sector bargaining in 2012 and a summary of what's left to do

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THE PROFESSIONAL

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MESSAGE FROM THE PRESIDENT

As the PEA embarks on a path of renewal, we will be presenting PEA members with the opportunity to vote for affiliation with the BC Fed

2012 was a year that demonstrated the willingness of PEA members to stand up and take action. Three of our chapters were involved in picket lines last year. The GLP chapter's first full-scale strike in the 38-year history of the PEA occurred on September 5th. HSP members also took strike action in December to push for a collective agreement. UVic members stood shoulder-to-shoulder with their CUPE co-workers as they walked the picket line last Fall. We have finished a heavy year of bargaining with the realization that achieving fair and reasonable collective agreements in BC is becoming an increasingly more difficult task.

The PEA Association Executive recently finalized the 2013 Strategic Plan. It was developed with the

input of over 800 PEA members who participated in a membership survey earlier last year. What we overwhelmingly heard was that members were becoming less and less satisfied with their collective agreements and more and more willing to take a stand for improvements. With this as a backdrop to our strategic planning, the PEA will be focusing on renewal in 2013. Renewal is designed to shift how we operate, with the ultimate goal of creating a union that is better suited to provide our members with the tools they need to achieve gains in collective bargaining. More information on our strategic plan is available at pea.org/strategicplan.

A main component of the PEA's renewal strategy is affiliation

with the BC Federation of Labour. The PEA Association Executive is endorsing affiliation and asking all members to vote yes to BC Fed Affiliation. This will provide the PEA with a stronger sense of community in the greater labour movement, the resources needed to better prepare for public sector bargaining, and the education and support to develop activists in the PEA. More information on the BC Fed Affiliation can be found on page 12.

Finally, I would encourage all of our members to become acquainted with the PEA Convention guide on page 10. Convention is the opportunity for the membership to become involved and provide input on the direction and vision of our union. This year's convention will

be in Victoria on April 12 and 13.

A special thank-you to former PEA Association Executive members Leslie Kenny and Kathy Danchuk who have recently stepped down. Stepping up to the Association Executive are Gail Campbell and Melissa Doyle.

Thank you to all of the members who supported our union in 2012 in various capacities, from walking picket lines to sitting on committees and beyond. Your groundswell of support was much needed and served to ultimately benefit our members.

Frank Kohlberger
PEA President

Association Executive

PRESIDENT: Frank Kohlberger
GLP | Forester

FIRST VICE-PRESIDENT: Sonny Wilson
SMS | Teacher

SECOND VICE-PRESIDENT: Susan Dempsey
UVic | Counsellor

SECRETARY-TREASURER: John Foxgord
UVic | Manager

MEMBER AT LARGE: Bruce Barnewall
GLP | Engineer

MEMBER AT LARGE: Gail Campbell
GLP | Forester

MEMBER AT LARGE: Natasha Carville
SMS | Special Needs Assistant

MEMBER AT LARGE: Melissa Doyle
UVic | Laboratory Instructor

MEMBER AT LARGE: John Hall
UVic | Administrative Officer

MEMBER AT LARGE: Brent Hird
FMPEP | Lawyer

MEMBER AT LARGE: Warren McCormick
SMS | Emission Inventory Specialist

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AN UPDATE ON COLLECTIVE BARGAINING

WRITTEN BY: Scott McCannell, Executive Director



THE PEA HAS SETTLED FOUR OF THE EIGHT COLLECTIVE AGREEMENTS THAT EXPIRED IN 2012

We outline the achievements of 2012, the challenges we encountered and what to expect in 2013

Entering 2012, the prospect of eight PEA collective agreements expiring during the year was daunting. One year later, the PEA has settled four agreements in the GLP, UVic, OGC and LSL chapters, representing 85 per cent of the PEA's membership. Agreements expired and still outstanding are the PGSD, LSS, HSP and SMS chapters, or roughly 13 per cent of our membership. About 92 per cent of PEA members bargain under PSEC mandates and this year's public sector negotiations were among the most challenging on record. They began with an unprecedented amount of concessions being tabled and limited wage increases being offered.

WHAT HAVE WE ACHIEVED?

A significant push for the PEA in this round of bargaining was wage increases that at least covered inflationary increases. The consumer price index (CPI) is an indicator of changes in consumer prices experienced by

Canadians. It is a comparison over time of the cost of a fixed basket of goods and services purchased by consumers. Since the basket contains goods and services of unchanging or equivalent quantity and quality, the index reflects only pure price change and is used widely as an indicator of the rate of inflation. Most recent data for October 2012 indicated that the CPI has increased 1.4 per cent year-over-year (BC Stats).

What this indicates is that some of the recent public sector deals achieved for PEA members in the range of two per cent per year will cover inflationary increases; however, these increases do not make up for lost wages in years previous due to zero per cent wage increases in 2005, 2006, 2010 and 2011. Zero percent increases in these four years significantly reduced our members' spending power given there were inflationary increases in those years. In this round of negotiations we have been able to keep real wages at bay

About 92 per cent of PEA members bargain under PSEC mandates and this year's public sector negotiations were among the most challenging on record

Scott McCannell



against inflation; however, making up for losses over the past decade remains a significant challenge.

While we made gains in terms of wage increases to cover inflation, there was little else available under the public sector cooperative gains mandate set by the provincial government. This mandate stipulated that any wage increases or benefit improvements had to be offset by savings found in the existing collective agreements, as no new funding would be provided by the Government. The savings came in different forms, from layoffs to health wellness plans, and resulted in different wage increases at various tables. After so many wage freezes and government funding cutbacks, the Government's mandate has forced layoffs that will directly impact the end users of the services our members provide. This means a lower quality post-secondary education for students and increasingly poor management of public resources like our forests and public infrastructure. The mandate also prohibited employers increasing benefits without offsetting savings or negotiating on any management rights.

HOW DID WE GET THERE?

The cooperative gains mandate was a challenging mandate to work under. Impasse was commonly reached and this often forced a call for strike votes and subsequently job action as seen at the HSP and GLP tables.

For the PEA, it's uncommon to have to seek a strike vote and even more uncommon to take job action in bargaining. This year saw those two things happen across the labour movement, including the PEA (GLP and HSP), BCGEU, COPE 379 (ICBC), CAW (BC Transit), CUPE (University sector), BCTF, various unions in the Community Social Services sector and the Health Sciences bargaining association. Faced with concessions and limited wage increases, the PEA, like other public sector unions, was forced to become assertive in its bargaining stance by utilizing targeted job action and in the case of the GLP chapter, work to rule, public rallies, an extensive media and public awareness campaign and a province-wide strike. While there had been one instance of limited job action previously in our HSP chapter, this year was the first time for strike action in the GLP chapter's 38-year history and the first time the PEA has

seen such extensive job action. The GLP members' willingness to support the PEA and take job action resulted in improvements on some key issues and an ability to shift the employer's bargaining position.

WHAT'S LEFT TO DO?

The PEA still has expired collective agreements to settle in 2013 in the SMS, HSP, PGSD and LSS chapters. Our priorities in the beginning of this year are to focus on finalizing tentative agreement for these chapters.

HSP has been a challenging table. The Health Science Professionals Bargaining Association (HSPBA) that bargains on behalf of the HSP members is having a difficult round of negotiations. Targeted strike action took place in early December, and continued action was called off in order to avoid the potential of a legislated settlement. Wage increases offered to date are below what other PEA chapters and other unions have settled for and include wage rollbacks for some members, as well as a serious package of concessions.

PGSD has moved towards binding arbitration. This collective agreement has been expired



since 2010 and members are seeking a revised pay grid that would be in line with other school districts.

LSS will begin bargaining shortly and is still actively seeking members interested in sitting on the bargaining committee or assisting in any way possible.

SMS bargaining has been a lengthy process due to employer proposals involving a significant increase in the work hours of many SMS members. A recent membership survey and subsequent meeting strongly indicated that members were not interested in moving in this direction. Bargaining has recommenced in the New Year.

In addition to bargaining on the already expired agreements, the public sector deals reached are two years in length, so the latter half of 2013 will be spent preparing to bargain again for the GLP, OGC and UVic chapters. Bargaining preparations will also start for FMEP which expires in March of 2014 and ORL which expires at the end of 2013.



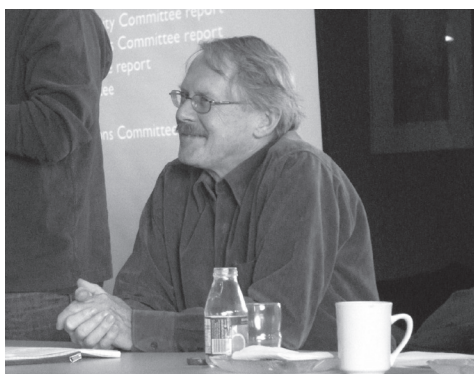


A PARTING CONVERSATION WITH PEA ACTIVIST **TOM GORE**

WRITTEN BY: Brett Harper, Communications Officer

To say Tom Gore was involved with the PEA is an understatement. He wrapped up a 40-year career with UVic as a Senior Scientific Assistant in September. As an activist he has been involved with the PEA since UVic certified with the PEA in 1995 and has spent 11 consecutive years on the PEA Executive, nine of those as a table officer. He has been involved in a variety of capacities, including the UVic chapter Executive. From organizing campaigns, to promising leads with private schools, Tom has seen the PEA through nearly 16 years of action.

He got involved with the PEA executive shortly after UVic joined the PEA. "It was a bit of a fight for UVic to get representation at the Association Executive level at first," he said. Back then the Association Executive structure wasn't based on equal representation. He joined the Association Executive at that time to get a voice for UVic and continued on for a number of years. His level of service is impressive: he has served as a table officer for nine years with the PEA, as either the Secretary-Treasurer or Second Vice-President. Asked why he stayed on for such a long time, he



ABOVE: Tom Gore through the years. As a member of the PEA Association Executive as well as Chapter Executive, Tom has become a fixture at PEA events during his activist days with the PEA and an important source of institutional memory.

replied, "I thought it was important to bring my political beliefs into the fray."

Tom has a distinct philosophy on unionism, and views the union as more or less an insurance policy. "The union is like house insurance, you hope you never have to use it, but it's there when you need it," he states, but realizes that more of his co-workers are relying on the union in recent years as a result of some dramatic shifts in workplace culture. An increased workload at UVic over the past five or six years has become an ongoing trend and a concern of the UVic membership. Work intensification is a buzzword that has stuck and members are feeling the repercussions. He has some insight on the impact of ever increasing workload: "We've seen huge increases to the cost of extended health benefits lately." He's concerned that the increase in benefit costs are linked to the effects of work intensification.

This shift towards work intensification has come with a significant swing in the way UVic is being run. "There was a collegial relationship back

then; there is a much bigger separation now between the PEA members and management," he recalls. He admits that overall UVic is becoming corporatized and HR's position has hardened, demonstrating that they have less of an interest in working together.

Tom knows that unionism is an ongoing challenge. He agrees that member involvement has always been the biggest and most consistent challenge for the PEA. I asked him how you fire up the membership, and what things have worked in the past. He half-joked, "You can make things a lot worse and then people will pay attention." With a serious tone he admits he's worried about the direction of activism. He believes that we have lost a generation or two of politically active people to a new Facebook culture. He cedes that there is "so little activism among young people" but guesses they may feel powerless or uninterested.

Even in retirement Tom stays abreast of the happenings of the PEA. One project close to his heart is the affiliation of the PEA with the BC

The union is like house insurance, you hope you never have to use it, but it's there when you need it.

Tom Gore

Federation of Labour. "I'm really excited to see this moving forward," said Tom. He explains that in his view affiliation is an important component of the PEA's future strength.

At the end of our conversation, he reflected on almost 40 years with UVic and his job overseeing the photography lab in the Biology department. "I will certainly miss my work," he realized, "but at least as much will miss being involved in the union." His activism and involvement have helped guide the course of the UVic chapter and the Association as a whole, from the time of UVic's organization in 1995 through to recent events. His commitment, insight and commentary will be much missed.



CONVENTION 2013

APRIL 12 & 13, 2013 VICTORIA, BC

The PEA's 2013 Biennial Convention will be held in Victoria, BC at the Hotel Grand Pacific on April 12 and 13. Here's an overview of what's decided at Convention and how you can get involved

RESOLUTIONS

Resolutions are the democratic way to provide members with the opportunity to have direct say into what happens at the PEA. If you don't like a policy, program or decision or want to encourage new and exciting initiatives, a resolution is a way to get your ideas heard and potentially adopted. The PEA has had many resolutions over the years, which have led to some of the following programs and advances:

- The PEA online forum
- Education to members on the role of resolutions
- The ability to receive *The Professional* via email

Resolutions are motions or proposals submitted to the Convention, urging a policy or a course of action that will guide the union in the coming months or years. They can have a significant impact on the working lives of PEA members.

Any PEA member may submit a resolution for consideration. Resolutions must be signed by at least two PEA members and received by the PEA office on or before February 15, 2013. Chapter Executives and the Association Executive may also submit resolutions for consideration by delegates at Convention.

All resolutions submitted prior to the deadline are posted on the PEA website for viewing by members and delegates prior to the Convention. If you have submitted a resolution but are not a delegate to the Convention, you may wish to contact your chapter delegates to discuss your resolution.

WHAT'S THE PROPER FORMAT FOR RESOLUTIONS?

Resolutions have to be written in a specific format. There is a section on the PEA website that outlines the proper way to write a resolution. It can be found at pea.org/convention.

WHAT HAPPENS TO RESOLUTIONS AFTER THEY HAVE BEEN SUBMITTED?

Members should be aware that resolutions may be amended prior to being presented at the Convention. The Resolutions Committee reviews all resolutions for overlap, conflict and clarity. The committee, consisting of four delegates appointed by the Association Executive including the First Vice-President who chairs the committee, meet shortly after the deadline for submitting resolutions to determine whether or not they will recommend support for each resolution. The committee is empowered to modify, combine and alter resolutions as well as to make recommendations of concurrence or non-concurrence.

When determining a recommendation of concurrence or non-concurrence, the committee may evaluate the following considerations:

1. What are the possible ramifications of the resolution?
2. What will the impact on our current policy be?
3. Is it a change to our constitution or policy?
4. Is it going to cost the membership money to implement?
5. Is it practical and how would the PEA deliver the change?

The Resolutions Committee Report, which includes all resolutions, amended resolutions, and recommendations, is distributed to delegates 30 days prior to Convention.



Find out even more about PEA Convention 2013

Visit pea.org/convention



WHAT IF I MISS THE DEADLINE FOR SUBMITTING RESOLUTIONS?

Delegates may present a resolution from the floor of Convention provided that two-thirds of delegates present and voting vote to accept the resolution for consideration. However, resolutions to amend the PEA Constitution and By-laws may not be presented from the floor and will be declared out of order.

If delegates vote to allow a resolution from the floor to be admitted, the resolution will be referred to the Resolutions Committee for review. The committee may amend the resolution and will report on a recommendation and their reasons for it. Delegates will then vote on the committee's recommendation.

TABLE OFFICERS

At Convention we elect four Table Officers who sit on the Association Executive: President, First Vice-President, Second Vice-President and Secretary-Treasurer. The individuals serve a two-year term. Any member is able to run for these positions.

PRESIDENT

The President chairs meetings of the Association and of the Association Executive. The President prepares and presents a report to the Biennial Convention.

The President is a member, *ex officio*, of all executive committees. The President is restricted from chairing a chapter executive or a chapter bargaining committee.

The President appoints scrutineers for all Association elections, referenda, votes and polls conducted by secret ballot.

FIRST VICE-PRESIDENT

A Vice-President acts for the President in the absence of the President. The First Vice-President chairs the Staff Relations Committee and is a member of the Finance & Investment Committee.

SECOND VICE-PRESIDENT

A Vice-President acts for the President in the absence of the President. The Second Vice-President chairs the Education Committee and the Service Awards Committee and is a member of the Finance & Investment Committee.

SECRETARY-TREASURER

The Secretary-Treasurer is responsible for ensuring a record of all proceedings of the meetings of the Association and Association Executive and for ensuring notice of all meetings is sent out in accordance with the By-laws. The Secretary-Treasurer is responsible for keeping a list of all members of the Association or delegating this responsibility.

The Secretary-Treasurer is responsible for the care and custody of the Association's funds, including the production of accurate accounts and statements to be submitted for audit.

HOW DO YOU BECOME A TABLE OFFICER?

Candidates for Table Officer positions may be nominated at any time prior to Convention and from the floor of Convention during the proceedings. All candidates who express interest prior to March 5 will be given the opportunity to submit information to be included with the Convention package of material being distributed to delegates.

If you are interested in being a candidate for a Table Officer position, would like to nominate a colleague, or seek additional information, please contact any member of the Table Officer Nominating Committee, consisting of John Hall, UVic, and Joanne Montgomery, HSP. The Table Officer Nomination Form is available at pea.org/convention.

Any candidate may produce his/her own election materials. The PEA will make space available at the Convention registration desk area for these materials, which delegates can pick up if they wish. The distribution of election materials is not permitted within the area where the business of Convention is being carried out. Similarly, no election banners or posters may be displayed within the Convention hall.

Table Officer elections will occur on April 13. Nominees will be given a maximum of five minutes each to speak to Convention prior to the election by secret ballot.

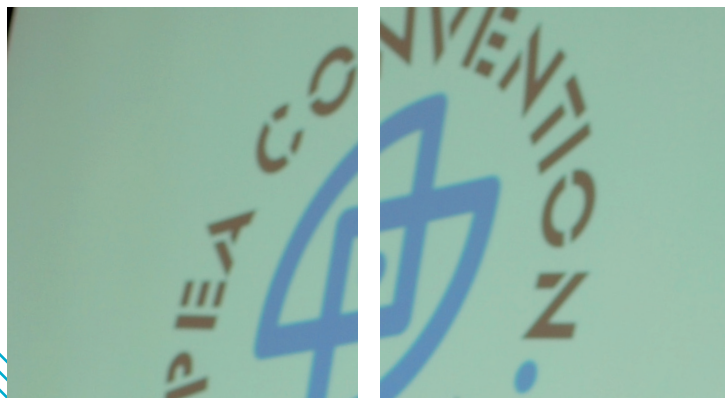
WHAT IF I CAN'T GO TO CONVENTION BUT WANT TO STAY INVOLVED?

The most important thing to consider is getting in touch with the delegates from your chapter who can speak on your behalf to the issues that will be presented. We will be posting all of the information on table officer nominations and resolutions to pea.org/convention.

We will be staying very active and up to date on our various social media channels with updates from the Convention floor.

STAY INFORMED DURING CONVENTION

The PEA will be tweeting and facebooking all of the action at PEA's convention. Stay informed.





WHY THE PEA IS LAUNCHING **UNION RENEWAL**

WRITTEN BY: Scott McCannell, Executive Director

The Association Executive has endorsed a new and significant strategic priority for the PEA in 2013: renewal of the union. Union renewal comes from a need to re-invent, revitalize, rebuild, transform and rethink the way we do business. Many Canadian unions are focusing on renewal and strengthening the capacity to better meet members' interests, in the face of ongoing attacks on public services, trade union laws and an anti-union bias that is sometimes promoted in the media. For example, renewal is being carried out at a national level with the recent merger of the Canadian Auto Workers Union and the Communications, Energy and Paperworkers Union of Canada.

Other unions' renewal initiatives have focussed on enhanced member engagement and dia-

logue, more democratic and transparent decision making, building strategic alliances with organizations that have similar interests, and developing members' skills in labour relations and community activism. As a union of professionals, the PEA has already taken a number of actions supporting renewal, but there is no question that we will need to significantly engage with our members in discussion about how to move forward with renewal to make our union stronger and better able to address members' interests.

The PEA's 2013 Convention will, therefore, focus on renewal. We will be providing delegates with information about what other unions have achieved through renewal, and will discuss with delegates how the PEA could move forward. As



always, we will be communicating to the membership significant undertakings towards a renewed and more effective PEA.

The PEA Executive has developed a series of objectives to continue PEA renewal in 2013. These include reviewing PEA policy and constitution, developing activists' labour relations expertise, and enhancing grassroots activism. The most prominent objective at present, however, is the PEA's efforts to build strategic alliances with other organizations.

WHAT STRATEGIC ALLIANCES IS THE PEA PURSUING?

The PEA will be working with its members to reach out to a wide variety of organizations in the coming months, including professional associations, community organizations and labour organizations; however, our immediate priority is expected to be a membership referendum as to the PEA affiliating with the B.C. Federation of Labour (BC Fed) and potentially, the Canadian Labour Congress (CLC). Affiliation is a significant undertaking, and staff and an Executive Subcommittee of Frank Kohlberger, Joanne Montgomery, Kathy Danchuk and Amanda Bartlett are currently working to finalize a recommendation for the PEA Executive. It is anticipated the membership referendum will be held in the near future. A full membership information package will be presented so each member can make an informed decision.

WHO IS THE BC FED?

The BC Fed speaks for the over 500,000 members of affiliated unions, from more than 1,100 locals, working in every aspect of the BC economy. The BC Fed has a long and proud history of fighting for the rights of all working people. The Federation celebrated its 55th Anniversary in 2011, but in fact there was also a B.C. Federation of Labour in the early part of the twentieth century when unions were first created.

The goals of the BC Fed are exemplified by its slogan: "What we desire for ourselves, we wish for all." The BC Fed's primary goal is to speak on behalf of and provide resources to its affiliated unions. In doing so, the Federation puts forward the interests of union members across the province to government, employers and the general public.

The Federation is a member of the Canadian Labour Congress (CLC) and works with the CLC to further the interests of working people across the country. Find out more online at bcfed.ca.

WHY AFFILIATE?

Being part of the broader BC labour movement aligns the PEA with other unions so that our members' interests can be reflected in the efforts of the Fed in areas such as lobbying for better workplace and labour legislation, coordinating a strategic and unified public sector bargaining approach. In affiliating the PEA would join other unions of professionals such as the BCTF, Health Sciences Association and Federation of Post Secondary Educators to promote the interests of unionized professionals. Being both isolated and relatively small in size limits the influence the PEA has on our employers and on public sentiment. Building alliances with other unions and labour groups is also important to our members. In the PEA's September 2012 membership survey, building alliances was ranked as members' second most important priority.

WHAT OTHER BENEFITS ARE THERE TO AFFILIATION WITH THE BC FED?

The BC Fed offers a variety of important services, opportunities and protections that will benefit PEA members.

Protection from Raiding: The BC Fed will sanction members who engage in raiding. For example the BC Nurses Union was sanctioned after raiding other health sector workers and is not part of the Fed. The PEA's community health chapter was raided by the BCGEU in 2011 and this issue was part of the PEA Association Executive's interest in asking members whether they want to affiliate. Given the historical threat to the GLP chapter (e.g., legislation was introduced but not passed in 2004 to fold them into the BCGEU), securing greater protection is an important consideration if members want to continue to be represented by the PEA.

Public Sector Coordinated Bargaining: In the last round of bargaining, the Fed initially took the position that because the PEA was not affiliated, we would not be invited into strategic discussions about public sector bargaining. As bargaining proceeded, the Fed did invite the PEA to participate in these invaluable discus-

What we desire for ourselves, we wish for all.

BC Federation of Labour

sions, which enabled the PEA to understand the bargaining developments of other unions and the general public sector strategy. Through participation we gained timely information on job action as well as opportunities to coordinate our job action in the GLP chapter with that of other unions. Affiliation would ensure the PEA is at the table when it comes to formulating and carrying out public sector bargaining strategies.

Education and Training: The BC Fed offers a variety of important education opportunities for PEA members and staff. Affiliation and membership will allow the PEA to send representatives to educational opportunities including CLC Winter School and others. This will provide the PEA with more options to grow the expertise of activists, which will ultimately benefit the PEA membership.

HOW WILL THE PROCESS WORK?

The PEA continues to gather information, and the subcommittee on affiliation will crystallize a recommendation to the PEA Executive. If the Executive endorses a membership vote, the ballots and an information package will go out to all members. The package will contain information outlining the implications of joining the BC Fed and possibly the CLC. After receiving this information, members can make an informed decision through a mail-in ballot vote.

HOW CAN I FIND OUT MORE ABOUT THE BC FED?

Visit bcfed.ca or pea.org/voteyes for a variety of resources about affiliating with the BC Fed. Also, watch your mailbox for an information package and ballot on BC Fed affiliation in the near future.



A TROUBLING TREND ON CAMPUS **UVIC LAYOFFS**

WRITTEN BY: Melissa Moroz, Labour Relations Officer

A couple of dozen PEA members at UVic have recently lost their jobs and a number of vacated positions will not be filled. Some members will continue to perform their work until the end of March 2013. Others were informed at the layoff meeting that they would not be returning to their job (i.e., keys please, passwords changed, private escort back to your desk to remove any personal belongings, etc.).

WHO DOES IT IMPACT?

Layoffs occurred in the Faculty of Human and Social Development (e.g., Nursing, Public Administration, Social Work), Sciences (e.g., Biochemistry and Microbiology, Physics and Astronomy, Chemistry), Engineering (Computer

Science, Electrical and Computer Engineering), the Library, the School of Business, Faculty of Education (Curriculum and Instruction), and the hardest hit, University Systems (IT).

HOW DOES THIS ALL WORK?

The short story here is that the layoff meetings were sad and ugly. For some members, the consequences are devastating with the possibility of being recalled for work on campus not worth considering and the prospects of comparable employment on the Island daunting. (Only one person chose recall.) For others, the impact means an unexpected life transition. What did these meetings look like? Picture four people



crying around a table, myself included; Managers, Deans and Chairs unable to look their own employees in the eye, reading off of a prepared script, talking about efficiencies and redundancies and the need to follow direction from the higher administrative decision makers when tasked with making these very difficult decisions.

I'm not trying to be overly provocative. I don't think laying people off is at the top of the list of rewarding things to do for anyone. It's also not likely a common duty for most (unless you're George Clooney's character from "Up in the Air").

With the exception of a couple of meetings, the news came unexpectedly to members. Not surprisingly, members are in a state of shock; each responding with varying degrees of confusion, resentment, disappointment, fear and denial. This list is not exhaustive and I don't mean to oversimplify how people felt. In fact, everyone acted professionally at the meetings. That said, nobody left the meetings slapping me a high five saying that they wanted to leave this place anyway. The overarching theme was: Why me? I'm so busy and the work I do is valuable and needed. How will this impact my colleagues, my department and the services to students and faculty? We know the response here: The quality and quantity of services provided at UVic will be eroded with consequences being felt unevenly.

Side: If you remain employed at the University and your job has changed, you may want to consider submitting a Job Evaluation Questionnaire.

THE UNIVERSITY IS NOT A WORKERS' COOPERATIVE

As employees of the University, some PEA members (wearing their manager hats) had input into how departments and faculties would deal with budget cuts. As a Union, the PEA was not part of this decision-making process. While it is certainly possible for the PEA to offer suggestions in terms of how the University manages its operations, the University is not obliged to

consider or act upon these suggestions. Understandably, for employees performing important services, this can be a frustrating situation.

The opportunity for the Union to formally claw back any "managements rights" comes every couple of years through the collective bargaining process. In this most recent round, the Union tabled a proposal that prohibited the employer from being able to lay off members. (We were not successful in achieving this language.)

Think about it this way: Unless it's against the law or the collective agreement states otherwise, the employer has the power to control its operations, especially when it comes to layoffs and determining priorities.

THIS HAS NEVER HAPPENED BEFORE. WHAT'S GOING ON?

I don't think you have to be someone on the political left end of the spectrum or have an MBA to understand what's going on. Follow the money: Who pays and who is getting paid?

Without getting into a bunch of numbers (easily found on the Internet), here is a quick and dirty overview: The government has cut the money it puts into post-secondary education. We have seen a dramatic shift from a publically funded model of education to an increasingly private model of education with students paying more in tuition fees (private money). We have also seen the salaries of the highest income earners on campus increase disproportionately to the incomes of unionized workers. At the same time, the quality and quantity of services to students has been reduced.

WHAT IS THE UNION DOING?

The PEA has limited language with respect to how layoffs occur. Length of service only becomes a factor when layoffs occur within a department for employees at the same salary grade in similar positions doing substan-

The PEA needs to commit more time and resources to develop and act on a strategy that prioritizes accessible quality publically funded education.

Melissa Moroz

tially the same work. The words "seniority" and "bumping" do not appear in the collective agreement. The evolution of the language likely arose from the specialized nature of the work PEA members perform.

As the labour relations officer, my role is to make sure that the University is following the collective agreement and not violating any laws (e.g., the Human Rights Code). The PEA is actively investigating the merits of two grievances concerning the application and interpretation of the layoff language.

The PEA has good severance entitlements for terminated employees. For the first twelve years of service employees are eligible to receive one month of pay for each year worked. For the thirteenth and subsequent years of service, employees receive three weeks' pay for each year of service. Maximum payments are limited to 24 months.

WHAT CAN WE DO GOING FORWARD?

This is an important question that merits larger discussion with the membership beyond what can be contemplated in this brief article. That said, here is a high-level final thought for you to consider: The PEA needs to commit more time and resources to develop and act on a strategy that prioritizes accessible, quality publically funded education.



CHAPTER UPDATES

FMEP Chapter

FAMILY MAINTENANCE ENFORCEMENT PROGRAM LAWYERS

ANNUAL GENERAL MEETING

The FMEP Annual General Meeting was held on Thursday, November 15th in Vancouver. Members re-elected Brent Hird to the position of Chair, Richard Benwell to the position of Vice-Chair and Jennifer Anderson to the position of Secretary-Treasurer.

GLP Chapter

GOVERNMENT LICENSED PROFESSIONALS

PROFESSIONAL FEES

The new collective agreement, ratified December 7, 2012, provides for professional fee reimbursement at the 2011 level as of April 1, 2013 and 2012 Fee Schedule reimbursement as April 1, 2014.

For 2013 fees, which are coming due now,

members need to wait until April 1, 2013 to seek reimbursement from the employer. Fee reimbursement after April 1, 2013 will be based on the rates in 2011 fee schedules, as opposed to the 2005 fee schedule, which is the basis for reimbursement now.

For 2014 fees, the same delayed timeline applies. Members need to wait until April 1, 2014 to seek reimbursement of the 2014 fees, which come due in 2013. Reimbursement of 2014 fees will be based on the 2012 fee schedule.

Note: It is critical that members do not submit 2012 fee reimbursement until April 1, 2013 in order to be reimbursed at the new rates.

The employer has confirmed in writing that the 2013 pro fees that were due in November and December 2012 will be reimbursable at the 2011 rates if reimbursement is sent in after April 1, 2013. A copy of the letter is available online at pea.org/glpbargaining.

Professional fee schedules are as follows:

	2005	2011	2012
Agrologists	\$300.0	\$350.00	\$400.00
Engineers	\$267.50	\$375.20	\$375.20
Foresters	\$353.08	\$482.63	\$572.23
Geologists	\$267.50	\$375.20	\$375.20
Pharmacists	\$615.25	\$682.50	\$682.50
Physiotherapists	\$250.00	\$425.00	\$425.00
Psychologists	\$1,200.00	\$1,200.00	\$1,200.00
Veterinarian	\$1,065.99	\$1290.00	\$1395.00

GLP Chapter

ANNUAL GENERAL MEETING

The GLP chapter held its AGM on November 26, 2012. Thirty-four members were in attendance in Victoria, BC. An item of note resulting from the AGM include the end to a GLP Grants and Donations suspension.

The PEA would like to thank departing GLP Executive members Heather Narynski, Kathy Danchuk and Mark Hayter. New GLP Executive members are Beth Eagles, Gail Campbell and Carl Withler.

HSP Chapter

HEALTH SCIENCE PROFESSIONALS

COLLECTIVE BARGAINING

Following several days of job action in December, the Health Science Professionals Bargaining Association (HSPBA) will be returning to the bargaining table with the Health Employers Association of BC (HEABC) in late January. A list of frequently asked questions pertaining to the most recent offer from the HEABC is available online at pea.org/HSPbargaining.

HSP Chapter

ANNUAL GENERAL MEETING

At the Annual General Meeting for HSP members Joanne Montgomery was re-elected to the position of Chair. Amanda Bartlet was welcomed back to the role of Vice-Chair. Denise Rheaume was re-elected to the position of Secretary-Treasurer.

2012 MEMBERSHIP SURVEY VIEW THE RESULTS



In August 2012 we asked members to provide the PEA with feedback on how we are doing

View the results at pea.org/membersurvey



LSS Chapter

LEGAL SERVICES SOCIETY LAWYERS

COLLECTIVE BARGAINING

The PEA is looking for members to join the LSS PEA bargaining committee. The LSS collective agreement expired September 30th, 2012. The PEA has been in contact with the employer and we have discussed setting possible dates to commence bargaining in the next few months.

Most public sector unions in the province have settled and it is very likely that the LSS Chapter of the PEA will follow the pattern that has been set (i.e., a total 4% wage increase over two years). Other non-monetary changes to the collective agreement can also be negotiated.

The time you spend preparing for bargaining and at the bargaining table, will be considered time worked (i.e., your pay will not be deducted). While it can't be predicted with certainty how long the process will take, in determining your availability you should plan for six full days. Previous experience on a bargaining committee is an asset but not necessary. PEA Labour Relations Officer Melissa Moroz will act as the lead spokesperson. It's a worthwhile experience if you haven't done anything like this before.

If you would like to better familiarize yourself with bargaining, check out our collective bargaining guide: pea.org/collectivebargaining.

Members with questions should contact Labour Relations Officer Melissa Moroz

ORL Chapter

OKANAGAN REGIONAL LIBRARIANS

ANNUAL GENERAL MEETING

The ORL chapter held their AGM on September 17, 2012.

A constitutional amendment was passed affecting Article V – Executive and Delegate Elections that reduces the Nominating Committee for Chapter Elections to a Nominating Officer.

Maureen Curry resigned as Chairperson and Barbara Jo May stepped up to the position of Chair. Vice-Chair James Laitinen was also re-elected to his position. All other positions on the ORL Executive and Committees were acclaimed.

PGSD Chapter

PRINCE GEORGE SCHOOL DISTRICT

ANNUAL GENERAL MEETING

At the PGSD AGM on October 29, 2012 members discussed collective bargaining strategy and elected delegates to PEA's 2013 Convention. Debbie Coxson was elected to the position of Chapter President replacing Daphne Laboucan. Marcia Waller was re-elected by acclamation to the position of Vice-President. Anik Provencher replaces Sarah Dowling as Secretary and Sarah van Leeuwen replaces Debbie Coxson as Treasurer. Many thanks to Daphne Laboucan and Sarah Dowling for their work on the chapter Executive.

PGSD Chapter

COLLECTIVE BARGAINING

The collective agreement between the Prince George School District and the Professional Employees Association has not been renewed since 2010.

The Union's bargaining committee was not able to achieve its goals by meeting with the employer at the bargaining table. While some minor language changes were agreed to, the most pressing issue, how professionals are paid on the salary grid, remains outstanding.

After much deliberation, research and strategic discussion, the bargaining committee, in consultation with the membership decided to move the matter to binding interest arbitration. This move is possible because of an extremely unusual clause in the collective agreement which provides that "If after bargaining in good faith to reach a Collective Agreement, outstanding issues remain unresolved, either party may elect to submit these outstanding issues to binding arbitration." Usually, interest arbitration clauses are reserved for groups of employees such as firefighters and police.

The parties have agreed to Vince Ready as a single arbitrator. (Melissa Moroz will represent the Union and Adriana Wills will represent the employer.) It will be very interesting to see if an arbitrator, with this set of circumstances and a government mandate of zeros for the 2010–2012 years, will step outside the government's mandate and award wage increases.

Continued on page 18



PEA CONVENTION 2013 CALL FOR RESOLUTIONS

Do you have a great idea that will make the PEA a better union?

Submit a resolution by February 15, 2013

See page 10 for more information on Resolutions and Convention 2013



CHAPTER UPDATES

CONTINUED FROM PAGE 17

SMS Chapter

ST. MARGARET'S SCHOOL COLLECTIVE BARGAINING

Bargaining resumed the week of January 7 between the PEA and the SMS employer, and bargaining dates have been scheduled through to the end of February. The SMS bargaining committee met with the membership in November to review the results of a mid-bargaining survey. It specifically was designed to identify members' priorities in relation to a new teaching model proposed by SMS. The bargaining committee will be taking the clear direction received via the survey and the members' meeting back to the bargaining table.

SMS Chapter

ANNUAL GENERAL MEETING

At the Annual General Meeting for SMS members Ross Alden was elected to the role of Chair. Sean Holland was elected to the position of

Vice-Chair. Directors at large are Gregor Campbell, Ben Pawlett, Natasha Carville and Bev Waterfield. Thank you to departing Executive member Sonny Wilson for his service to the SMS chapter.

UVIC Chapter

UNIVERSITY OF VICTORIA ADMINISTRATIVE AND ACADEMIC PROFESSIONALS

ANNUAL GENERAL MEETING

The UVic chapter held its AGM on November 7, 2012. Susan Dempsey and Vincent Connor were re-elected to their positions on the UVic Chapter Executive by acclamation. Melissa Doyle and Emma Carter also joined the chapter Executive following the resignations from Leslie Kenny and Tom Gore. The UVic members at the AGM passed a constitutional amendment to remove prescriptive elements in the constitution that prohibited electronic voting. All members will have the opportunity to vote on the amendment through mail-in ballot.

UVIC Chapter

FEBRUARY BLUES BASH

Wednesday, February 27, 2013

4:30 p.m. to 7:00 p.m.
University Club

Please mark your calendar for this opportunity to meet your colleagues in the relaxed and friendly setting of the Fireside Lounge at the University Club.

A selection of finger foods, vegetable, fruit and cheese platters will be available. The drinks bar will have the usual selection of wines, beers and soft drinks.

Six \$30 Gift Certificates for the UVic Bookstore will be available as door-prizes for PEA members. UVic music student Endy Zhou will play piano at the event.

UVIC Chapter

CONSTITUTION AND BY-LAW AMMENDMENT APPROVED

Ninety-eight per cent of voting members approved the amendments to the UVic Constitution and By-Laws. The modified language enables the UVic PEA chapter to provide secure online options with respect to submitting and circulating ballots.

The current version of the Constitution and By-Laws is available at the PEA website.



DID YOU KNOW? THE PROFESSIONAL IS AVAILABLE ONLINE

Over 25% of the PEA membership receives *The Professional* electronically

If you're ready to make the switch visit pea.org/user



Strategic Plan: 2013
Professional Employees Association
11/23/2012



PEA 2013 STRATEGIC PLAN

Throughout the Fall of 2012 the PEA Association Executive developed a roadmap for the PEA. This plan for 2013 is based on a wide range of input from members and the results of a difficult round of public sector bargaining in 2012. See how your input has shaped the direction of organization.

The PEA Strategic Plan is available online at pea.org/strategicplan



SCHOLARSHIPS AND BURSARIES

ENTRIES DUE MARCH 15, 2013

2013 Scholarship Topic:

“There has been substantial emphasis recently on the need for a new union model in Canada. This has been brought to the forefront of labour relations with the recent merger of two major Canadian Trade Unions (CEP and CAW). Does Canada need a new union model and why? What would this model look like?”

For full details please visit pea.org/scholarships or pea.org/bursaries for rules, guidelines and more