



BC's Union for Professionals

July 15, 2022

Dr. Don Wright, Engagement Lead
Post-Secondary Funding Formula Review Project Office
Ministry of Advanced Education and Skills Training

Dear Dr. Wright,

Thank you for the opportunity to contribute our perspective to the post-secondary funding review. The Professional Employees Association (PEA) was certified to represent academic and administrative professionals at the University of Victoria (UVic) in 1995. These members include administrative officers, systems specialists, program coordinators, academic assistants, laboratory instructors, and many other classifications working in a broad range of UVic departments and programs. These professionals play a critical role in the design and delivery of academic programs and student support services.

The PEA supports the messaging from the June 30th letter you received from the University of Victoria President and we are proud of the work our nearly 1200 members do on behalf of the institution. We would also like to highlight some of the challenges the post-secondary sector is currently facing, particularly around recruitment and retention.

In a recent survey conducted by the PEA, nearly 70% of our UVic members indicated they have looked for outside work within the past year. Dissatisfaction with compensation, workload, and working environment were cited as the top reasons, along with the lack of career progression opportunities and remote working options at UVic. Indeed, the university has seen record employee turnover this last year, and has joined the ranks of other sectors facing high rates of staff attrition.

In addition to advocating for enhanced remote work flexibility and an updated Job Evaluation plan that accurately and fairly reflects the work our members do, the PEA has also expressed the need for annual Cost of Living Adjustments within the public sector to retain its' qualified professionals. Moreover, we amplify [the call](#) from the Association of Administrative and Professional Staff at UBC to remove research institutions from the Public Sector Employers' Council (PSEC) Mandate. As arbitration cases have already ruled, these institutions receive many other forms of operational revenue, including student tuition and external grants; they should



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not be unfairly restricted by the PSEC mandate in their ability to collectively bargain for better wages and benefits.

BC colleges and universities need a strong commitment from the provincial government to provide financial support and ensure the workers supporting post-secondary institutions are not added to Canada's great resignation. We look forward to continued dialogue around these issues and creative solutions to ensure that the province's educational institutions remain employers of choice for PEA professionals.

Sincerely,

A handwritten signature in black ink, reading 'Sam Montgomery'.

Sam Montgomery
Labour Relations Officer
Professional Employees' Association