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From: psea
Sent: Tuesday, April 01, 2003 7:50 AM
To: e-bulletin
Subject: PSEA e-Bulletin April 1, 2003

PSEA

e-bulletin

Communications from the Post-Secondary Employers' Association

PSEA Web

April 1, 2003

Upcoming Meetings

Upcoming Meetings are:

- Fri, April 4, 2003 CEO Task Force
- Wed, Apr 9, 2003 Employers' Bargaining Council
- Wed, April 16, 2003 Executive Committee
- Thu, May 7, 2003 Employee Benefits Advisory Committee

Details can be found on the [committees](#) page of our website.

Bargaining Update

There are four support staff mandates now approved by the Mandate Sub-Committee:

- Camosun College who began bargaining in January 2003
- Douglas College for the term of 2002 to 2005
- College of New Caledonia for the term of 2003 to 2006
- Nicola Valley Institute of Technology which is a one year extension (2003 to 2004) for its CIEA faculty/support agreement.

As well, labour market adjustment has been approved for two support staff nursing positions at Kwantlen University-College and for NVIT to allow faculty to stay on the common grid for 2003 to 2004.

We will receive institutions' local table updates at the April 9th Employers' Bargaining Council meeting.

University Sector Update

University of British Columbia

Bill 21 - UBC Service Continuation Act was passed on March 12th, ordering ESL and TA's and support and library workers to return to work in order to provide a cooling off period for employers and staff. Details of the legislation can be found on our website.

As of March 27, 2003, UBC and three CUPE unions, 2278, 2950 and 116, have concluded and ratified their collective agreements. As part of the ratified agreements, the parties referred all outstanding issues to mediated arbitration, which will be binding. The Chan Centre, represented by CUPE 2950, is covered by an independent agreement which has been bargained separately. It is also part of the mediated arbitration scheduled between March 26-

28. The outcome of the agreement is expected to be known the week of March 31, 2003.

Simon Fraser University

Striking CUPE 3338 workers continue rotating pickets today on the Burnaby campus. Cupe 3338 are banning overtime and negotiations continue.

University of Victoria

From the UVIC Bargaining Bulletin:

While formal negotiating sessions have not occurred with CUPE 951 since March 7, informal discussions continue in anticipation of mediation. Informal discussions have also continued with CUPE 917 who have indicated they would like to return to the bargaining table. CUPE 4163 has had formal negotiation meetings.

CUPE 951 has stated in a Bulletin to its members that:

"CUPE 951 has indicated that we are committed to making every effort to conclude a settlement without strike activity and we have offered various suggestions to the University on how to proceed without affecting exams and endangering the students academic year."

The University, following several requests and written correspondence has not been able to obtain any offer from the Union that would give effect to the Union's claim. The University has also made a proposal to all three Unions that would protect the exam period from job action. We have not received a response to this proposal as of today's date (March 19).

Consequently, the University is not in a position where we can confirm that there will be no job action during the exam period.

Blair Littler, Executive Director of UPSEA will be present at the **April 9th Employers' Bargaining Council** to provide us with an update to the status of negotiations and settlement details for UBC and SFU Ploy Parties as well as UNBC.

Pension Corporation

In response to the Vancouver Sun article published on March 20, 2003 "Pension Cutbacks Possible in Public Sector", the Pension Corporation has issued a response that is posted in the [News](#) section of our website.

The Pension Corporation has announced workshops for Employer and Union Pension Administrators and Benefits personnel. Details can also be found in the [News](#) section of our website.

New on the Website

We have created three additional subpages on our [News](#) page - Bargaining News, PSEC Communications and Pension Corporation and two new sections in our [Links](#) page - Government of Canada and Statistical Sites.

Recent additions to the [News](#) Section of our Website include the Bill 21 UBC Continuation of Service Act.

- Pension Corporation Response to Vancouver Sun Article "Pension Cutbacks Possible in Public Sector"
- Pension Corporation Workshop Information and Training Schedule for Employer and Union Pension Administration Staff

New on the Knowledgebase

We have created four new sections in the Knowledgebase: Excluded Terms of Employment,

Compensation (both of which will have documents uploaded in April), Reports and Presentations.

New documents uploaded to the Knowledgebase include:

Interpretations

- Sick Leave Bank Usage - November 2002
- Faculty Medical Travel Referral - Application to Dental Services - Feb 2003
- Clarification On JADRC Interpretation Bulletin # 9 - Feb 2003
- Faculty Compassionate or Family Illness Leave - Jan 2003
- Resignation of Faculty Employee While on Unpaid Leave - Feb 2002
- Faculty - Use of Sick Leave for Medical or Dental Appointment or Family Illness - Feb 2003
- Vacation and Professional Development Accrual while on Short Term Disability Benefits - Feb 2003
- Effect of Wage Increase During Maternity Leave - Feb 2003
- Faculty Common Agreement Article 7.3 - Sept 2002
- Faculty SEB Extensions Under Special Circumstances - Feb 2003
- Sick Leave Bank Questions re: Calendar days vs. Working Days - Feb 2003

Queries

- Query #97 - Average Age of Faculty at Hire Date
- Query #98 - Executive Assistants
- Query #99 - Senior Communications/Public Relations Position
- Query #100 - Registrar Department Qualifications and Associate Registrar Positions

Presentations

- Watson Wyatt Performance Development Handout - HRC Conference - Feb 20, 2003
- Emerging Trends in Benefits by Mercer Human Resource Consulting March 12, 2003

Documents

- Human Resources Contacts List - Updated March 2003

People Update

We congratulate **Stu Brennan** who has been selected as the new Director of Labour Relations for Okanagan University-College effective April 1st. Stu was formerly a Labour Relations Consultant with the Open Learning Agency.

The following message is from **Pam White** at the Justice Institute of BC:

This is to let you know that I have moved from my position of Director, HR to Director of the Centre for Conflict Resolution at the JI. When I first joined the JI I completed my certificate in conflict resolution and have always had an interest in this area. This new opportunity also provides the opportunity to put my recently completed MBA to work!

I'd like to thank everyone in the College and Institute HR community and PSEA staff for all the help I have received over the past few years. I have always found everyone to be very willing to share their experiences and knowledge in a friendly and open way. Good luck with bargaining this year - it will be a challenge and, as always, interesting! Thanks you, Pam

Employment Opportunities

Director of Human Resources, Justice Institute of British Columbia

The JIBC is looking for an individual to assume the role of Director, Human Resources. As a member of the Institute's senior management team and reporting to the President, the

Director provides strategic advice with respect to organizational effectiveness and provides human resource management leadership by developing and implementing a wide range of HR programs and services that support the JIBC's strategic direction. This is an opportunity to play a key role in the ongoing development of a dynamic organization with a strong focus on client satisfaction and student success. The JI is in the process of developing a number of initiatives that will provide the Director with interesting challenges, particularly with respect to strategic hiring and performance measurement.

This position requires an individual with proven functional leadership and management skills, excellent communications ability, an understanding of sound business principles and a collaborative interpersonal style. Ideally, the successful candidate will hold a Master's degree in a relevant field and a minimum of 10 years of relevant, progressive experience preferably gained in a unionized service industry or sector, or a comparable combination of education, training and experience.

Applications should be sent, in confidence, to Christopher M. Davies, Management Connections Incorporated, 404-999 Canada Place, Vancouver, BC, V6C 3E2 or by email to daviesmci@shaw.ca. More information can be found about the JI at www.jibc.bc.ca

The search will remain open until the position is filled.