

Shubhneet Ark

From: psea@psea.bc.ca
Sent: Thursday, April 19, 2007 10:18 AM
To: e-bulletin
Subject: PSEA e-Bulletin April 19, 2007

PSEA

e-bulletin

Communications from the Post-Secondary Employers' Association

PSEA Web

April 19, 2007

Upcoming Meetings and Events

Meetings

- Thursday, May 3, 2007 - Board of Directors
- Thursday, May 3, 2007 - SCHRPP
- Friday, May 4, 2007 - SCHRPP
- Tuesday, September 25, 2007 - Board of Directors

Events

- Tuesday, September 25, 2007 - Annual General Meeting.

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

SCHRPP

The SCHRPP Committee has organized a two-day **SCHRPP Strategic Planning Sessions** scheduled for **Thursday, May 3rd and Friday, May 4th, 2007**.

The purpose of the Workshop is to:

- discuss the Campus 2020 Report,
- discuss the trends, challenges, and opportunities impacting the sector,
- discuss the major strategic areas that the PSEA should address over the next few years,
- discuss the role of Member Institutions, PSEA and the Committee, and
- develop an action plan from the planning session.

In preparation for the planning sessions, a questionnaire from the facilitator John Talbot has been distributed to SCHRPP Committee members for completion by **Friday, April 20, 2007**. Please send the completed questionnaire to John Talbot as per the contact information provided in the questionnaire.

The two day Planning Sessions will be held at the **Metropolitan Hotel, Vancouver Room** (645 Howe Street, Vancouver).

2007-2010 Faculty Bargaining

Twenty-three of the post-secondary sector's twenty-four faculty collective agreements have now been settled through 2010. Fifteen of these agreements have now completed ratification by the Employer and the Union, and the parties' ratification of the other eight agreements is in progress.

All but one of these settlements are between local Unions represented either by the BC Government Employees' Union (BCGEU) or the Federation of Post Secondary Educators (FPSE) and colleges, university colleges, and institutes for which the Post Secondary Employers' Association is the employer bargaining agent. The other settlement is with an unaffiliated local union.

The one remaining faculty settlement to be reached is for the BC Institute of Technology and its unaffiliated Faculty and Staff Association, and the deadline for that settlement is the current Collective Agreement's expiry date of June 30, 2007.

The Sectoral Table settlement that established the compensation for all the sector's faculty collective agreements was reached on February 17, 2007. That sectoral settlement provided for an April 1, 2007 to March 31, 2010 term for the next Common Agreement for faculty. The settlement's compensation package consists of three annual general wage increases of 2.1 % across all steps of the salary scale and three annual labour market adjustment increases of 0.5 % on the top step of the scale, a financial incentive of \$ 4,000 per full-time equivalent employee, and a fiscal dividend contingent upon the provincial government budget surplus in 2009-10.

There are 14,219 faculty employees (6,119 full-time equivalent employees) in certified bargaining units in the PSEA post-secondary sector.

Support Staff Settlements

All nineteen of the sector's support staff agreements have been settled and ratified through to 2010.

Memoranda of Agreements and collective agreements for these settlements can be found on the PSEA [Collective Agreements](#) page of our website.

Human Resources Database

HRDBv9 2005-2006

We have received all institutional data elements for HRDBv9 (2005-2006) and have validated almost all submissions. We anticipate that the CD will be ready for distribution by the end of May 2007. We will contact institutions directly if there are any problems or concerns specific to your institution's data.

HRDBv10 2006-2007

The data collection manual for 2006-2007 will be forwarded to employers this week. The deadline for submission is **Friday, August 31, 2007**

For any HRDB specific questions, please contact Ross Fleming, Human Resources Analyst (604-895-5085), ross@psea.bc.ca or Marcus Lee, HRIS Assistant (604-895-5087), marcus@psea.bc.ca.

Excluded Compensation

The Ministry of Finance review of executive compensation is underway and is expected to be completed in the near future. Until then, the 2001 Excluded Compensation Guidelines remain in effect for Presidents/CEOs. All other excluded staff are subject to the terms of the 2006 Negotiating Framework.

Campus 2020

The B.C. Government has launched the Campus 2020 initiative, with the purpose of shaping the vision, mission, goals and objectives of B.C.'s post-secondary system for the next 10 to 20 years. Campus 2020 will build on the strengths of B.C.'s post-secondary education system. It will also look at new approaches to expand the network of learning opportunities across the province. The policy will also shape the future of B.C. post-secondary labour relations.

Special Advisor Geoff Plant, Q.C. will present a report to government in the spring of 2007, containing recommendations based on input to Campus 2020 from experts, students and the general public.

For more information on Campus 2020, please go to www.campus2020.ca/EN/home/

PSEA Secretariat Changes

Gae Sellstedt is no longer with PSEA. We appreciate Gae's considerable contribution to the work that she put into the various PSEA committees and projects over the past 10 years. We wish Gae all the best for the future.

Please redirect queries regarding the following services as per below:

General inquiries and boardroom bookings:

Marcus Lee
marcus@psea.bc.ca
604-895-5087

SCHRP, EBAC, JADRC:
Shubhneet Ark
shubhneet@psea.bc.ca
604-895-5060

Expense reimbursement, accounts payable, payroll/benefits, and finances to:
Ritu Rikhi
ritu@psea.bc.ca
604-895-5063

CEO Scheduling, Board of Directors, ECRC:
David Shepherdson
david@psea.bc.ca
604-895-5061

People Update

Patricia Gibb, Director of Human Resources, has left **JIBC**. We wish her all the best in her future endeavours.

Jon Marks was hired as the new Human Resources Director at **JIBC** in late February. He joins us from the private sector. We welcome Jon to our sector!

Jim Adams has been appointed as the **Public Administrator** with **IIG**. Jim was the Director of Finance for the Nisga'a Nation, responsible for overseeing all financial activities, computer and information systems, human resources and economic development.

PSEA Website

New uploads to our Website are:

Bargaining News

- 2006-07 Faculty Sectoral Table - Dec 13-06
- Sectoral Table Faculty Settlement - Feb 22-07
- Faculty Bargaining Settlements - April 3-07

Pension Corporation

- MPP - Frequently Asked Questions for Employers - Nov 1-06
- CPP & MPP - Purchases of Compassionate Care Leave - Feb 16-07
- CPP - Retiring From a College Plan Employer - April 16-07
- CPP - LTD Benefits - April 16-07

Recent Memoranda of Agreements and collective agreements have been uploaded to the PSEA [Collective Agreements](#) webpage.

PSEA Knowledgebase

New to the Knowledgebase:

For all [Knowledgebase](#) users, in addition to archived files, the following documents have been recently uploaded:

Arbitrations

- PD Fund 0.6% - Kwantlen v. KFA - V. Ready - Aug 24-06
- STD under the Common Agreement - NWCC v. BCGEU Vocational - J. Steeves - Aug 24-06
- Associate Dean as Term Position - Douglas v. DCFA - J. Gordon - Feb 26-07

Bargaining Centre

- PSEA Bargaining Agent Process Flowchart - June 29-06
- Sector Bargaining Process Summary - Nov 20-06
- Sectoral Table Status Sheet - as of December 2006
- Reports on Sectoral Table 2006 & 2007
- Bargaining Unit Certifications - Jan 3-07

Research Centre/Clause Summaries

- Scheduling Work on Saturdays - Dec 20-06
- Instructors Diploma - Feb 22-07

Research Centre/Compensation

- 2006 Excluded Labour Market Adjustment Survey - Oct 31-06
- 2007 Faculty Bargaining Briefing Document - Nov 23-06
- Financial Incentive Faculty - Questions & Answers - April 12-07
- Common Grid 2007-10 with Local Stipends - March 8-07

Research Centre/Labour Market Planning

- Labour Market Adjustment Submission Process and Criteria - Oct 11-06
- Public Sector Employers' Council Labour Market Adjustment Document - Nov 2-06

Research Centre/Queries

- Query #1-2007-P December Holiday Closure Part 2 - Jan 4-07
- Query #2-2007-P Eligibility of the Financial Incentive for Casual-Temporary Employees - Jan 19-07
- Query #3-2007-P STD - Municipal Pension Plan - Jan 25-07

- Query #4-2007-JD Technical Writer - March 28-07

Research Centre / Reports

- Regularization, Contact Hours, and Contracting Out - Nov 28-06
- Conference Board of Canada - 2007 Compensation Outlook