

Thur, Dec 20, 2007

Upcoming Meetings and Events

Meetings

- Friday, January 25, 2008 - Joint Committee on Benefits Administration
- Wednesday, February 13, 2008 – Standing Committee on Human Resources Practices
- Tuesday, September 23, 2008 – Board of Directors Meeting
- Tuesday, September 23, 2008 – Annual General Meeting
- Wednesday, September 24, 2008 – Standing Committee on Human Resources Practices

Events

The PSEA Human Resources Conference (HRC) will be held on **Thursday, February 14th and Friday, February 15th, 2008**. The theme of the HRC is *Workforce Planning*. In the afternoon of **Wednesday, February 13th** there will be a Harris & Company Legal / Labour Relations Seminar. Details can be found on the [Committees](#) page of our website.

Board of Directors

At the September 25, 2007 PSEA Annual General Meeting, the new PSEA Board of Directors were elected in as follows:

- **Nick Rubidge** of the College of the Rockies was declared **Chair** of the PSEA Board of Directors and the **College representative** on the PSEA Board of Directors.
- **Skip Bassford** of UCFV was declared **Vice-Chair** of the PSEA Board of Directors and the **University College representative** on the PSEA Board of Directors.
- **Verna Magee Shepherd** of BCIT was declared the **Institute representative** on the PSEA Board of Directors.
- **Deborah Harkin** of Kwantlen University College was declared a **Member-at-Large**.
- **Rob Henderson** of Vancouver Community College was declared a **Member-at-Large**.
- **Susan Witter** of Douglas College was declared a **Member-at-Large**.

SCHRP

Ken Jillings of Langara College was re-elected as the **Chair of SCHRP** (Standing Committee on Human Resources Practices). **Denis Powers** of Camosun College was elected **Vice-Chair of SCHRP**.

Contract Administration

a) Benefits

The following is a list of health and welfare benefits issues that the PSEA Secretariat has been dealing with:

1. Partial Disability Benefits
2. FCDP Limitation for Claims Pertaining to Substance Abuse
3. Claims Review Committee Process for Disability Benefits
4. Post-65 Benefits Coverage due to Elimination of Mandatory Retirement effective January 1, 2008
5. Joint Early Intervention System – Support Staff
6. Joint Review of Faculty Benefit Plans
7. JCBA Review of Faculty Common Disability Plan

b) UBC Okanagan/BCGEU/PSEA – July 1, 2005 Support Staff Me-too Wage Increase Arbitration

Arbitrator Judi Korbin issued her Arbitration Award for the UBC Okanagan (UBCO) / BCGEU / PSEA matter concerning the application of the July 1, 2005 me-too wage increase for the support staff in the UBCO's BCGEU support staff bargaining unit. These staff employees were formerly in the old Okanagan University College's BCGEU support staff bargaining unit at the time the me-too language was bargained back in February 2005. The Award finds that the Employer's application of the me-too language was correct, and it rejects the Union's argument that the support staff employees should have received an additional increase (which in the Union's submission should have been 0.25%) over and above the 63 cents per hour wage increase that they did receive. The PSEA was an intervenor in this dispute.

People Update

Denis Kielly, Director of Human Resources will be retiring from **College of the Rockies** in May 2008. Denis has participated in many committees, and we thank him for his valuable contributions over the many years as a member of LRAC, SCHR, EBAC, and JCBA. We wish you all the best!

Louise Krohn has been appointed the Vice-President, Human Resource Planning and Development at **Selkirk College**.

Anita Braha is the new Director of Labour Relations at **Vancouver Community College**. Anita has worked for over 15 years as a lawyer, with an emphasis in employment, labour, and human rights matters. She has experience representing public sector employers including colleges and universities, non-profit employers as well as trade unions on a variety of matters related to labour relations. In addition, Anita has been a faculty member at Capilano College where she has taught courses on human rights, duty to accommodate, women and the law, and politics and government.

PSEA Website

New uploads to our Website are:

Government News

- Legislation to Eliminate Mandatory Retirement - April 25-07
- Elimination of Mandatory Retirement - Questions & Answers Bulletin - April 25-07
- Campus 2020 Report - April 2007

Pension Corporation

- CPP - Contribution Rate Change effective September 1, 2007 - June 19-07
- CPP - Changes to Re-Employment Rules - July 16-07
- MPP - Submission of Plan Member Record and LTD forms - July 18-07

Recent 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

- BCPSEA Grievance & Arbitration Updates

Research Centre / Benefits

- Termination Ages for Basic Employee Benefits Package - Sept 20-07
- Disability Claims - From Incurral to Return to Work - Manulife Financial Presentation - Oct 2007
- Managing the Return to Work - Mental Health Works Presentation - Oct 2007
- Mental Health First Aid - Substance Abuse - Shepell fgi - Oct 2007
- Return to Work after Cancer - Kathy Scalzo Presentation - Oct 2007

Research Centre / Clause Summaries

- Lead Hand Rates - Support Staff Quickfacts - Nov 14-07

Research Centre / Compensation

- SIAST Total Compensation Survey - April 2007
- MAVED Operating Grants 2006-07
- Conference Board of Canada 2008 Compensation, Human Resources, and Labour Relations Outlook - Oct 12-07

Research Centre / Demographics

- Student Enrollments - Aug 22-07
- Succession Planning - Need for it in the BC Government - Jan 2002

Research Centre / HRDB

- Employee FTE - All Groups - HRDBv9 2005-06
- Employee Headcount - All Groups - HRDBv9 2005-06
- HRDB Project Summary - June 11-07
- Summary of the Data Elements of the HRDB - June 11-07

Research Centre / Legislation & Issues

- Elimination of Mandatory Retirement - Questions & Answers – Nov 26-07

Research Centre / Queries

- Query #5-2007-P Mileage and Meal Rates - April 17-07
- Query #6-2007-JD Head of Library - June 11-07
- Query #7-2007-P First Nations Arbitration Process - June 18-07
- Query #8-2007-P Employee Engagement Surveys - June 25-07
- Query #9-2007-P Organizational Charts for HR-LR Departments
- Query #10-2007-JD Organization Risk Assessment Manager
- Query #11-2007-P Performance Evaluations for Presidents
- Query #12-2007-P Criminal Record Checks Procedures
- Query #13-2007-P First Aid Allowances
- Query #14-2007-P Employment Equity Reports
- Query #15-2007-JD Ombudsperson
- Query #16-2007-P HRIS-Payroll Systems
- Query #17-2007-P Support Staff Supervision of Support Staff

- Query #18-2007-P Conflict of Interest
- Query #19-2007-P Performance-based Incentive Plans
- Query #1-2007-CA Maintenance of Placement (Faculty) - Article 12.3

Research Centre / Reports

- Conference Board of Canada - 2005 Strategic HR Transformation Study Tour - March 2006
- Conference Board of Canada - HR Trends Metrics - July 2006

PSEA

The PSEA office will be closed for the holidays from Friday, December 21st to Tuesday, January 1st. Happy holidays from everyone at the PSEA Secretariat!

