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From: psea
Sent: December 21, 2004 3:54 PM
To: e-bulletin
Subject: PSEA e-Bulletin December 21, 2004

PSEA

e-bulletin

Communications from the Post-Secondary Employers' Association

[PSEA Website](#)

December 21, 2004

Upcoming Meetings

- Monday, January 24, 2004 - Board of Directors

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

Accreditation Transition and Third Party Review

Peter Cameron presented his Third Party Review report to the Board of Directors on June 22, 2004. Based on the report and two focus group discussions held over the summer, Hugh Finlayson, PSEA Interim Executive Director, then presented a Draft Service Model to the Board of Directors at the September 28th Board of Directors Meeting. The Board also reviewed the proposed changes to the PSEA bylaws recommended by Peter Cameron and made suggestions for further changes. A PSEA Special General Meeting was held on December 1, 2004, at which time members were asked to vote on a special resolution to pass these bylaws. The special resolution was passed at the December General Meeting, and the new bylaws have been approved by the Minister of Finance.

At the December 1st meeting, the PSEA Board of Directors resigned, and elections for the new PSEA Board were conducted. The colleges, university-colleges, and institutes sub-sector members chose their representatives to the new PSEA Board. **Dale Dorn, President of VCC** was declared the College representative, **Dr. Tony Knowles, President of BCIT** was declared the Institute representative, and **Dr. Skip Bassford, President of UCFV** was declared the University College representative. The 3 Directors-at-Large were **Dr. Nick Rubidge, President & CEO of College of the Rockies**, **Dr. Liz Ashton, President of Camosun College**, and **Marian Exmann, Associate VP of Employee Relations at Douglas College**.

Dale Dorn was elected Chair and **Skip Bassford** was elected Vice-Chair.

Nominations have been made for the Chair and Vice-Chair of the Standing Committee on Human Resource Practices (SCHRP). The Chair and the Vice-Chair will also sit on the PSEA Board of Directors. **Liz McKinlay, Associate Vice-President, Human Resources at Kwantlen University College** was elected the **Chair of SCHRP**. The election for the Vice-Chair of SCHRP is still underway.

The new PSEA bylaws can be found on the [PSEA Knowledgebase](#) **About PSEA/ Transition: Accreditation**

Questions or concerns regarding the report or the new PSEA bylaws passed at the Special General Meeting in December can be directed to Hugh Finlayson at hughf@bcpsea.bc.ca

Faculty Bargaining Update

Of the sectors 26 faculty collective agreements (2 of which also apply to support staff, i.e. at UCFV and NVIT), 25 expired on March 31, 2004 and the 26th, BCIT, expired on June 30,

2004).

Okanagan University College and its Faculty Association have reached a tentative rollover agreement through to August 31, 2005, at which time OUC will cease to exist and will become Okanagan College (OC) and UBC Okanagan (UBCO). The settlement has been ratified by OUCFA and OUC, and the PSEA Board ratified the agreement on November 9, 2004. The only other ratified faculty agreement is the **UCFV** joint faculty / support staff collective agreement settled as a new 3 year 0/0/0 contract to March 31, 2007 with a wage re-opener in year 3.

MID Table

Eight of the sector's employers (for a total of 10 faculty and vocational unions) committed to bargaining in a two-tier mode. These institutions are College of the Rockies, College of New Caledonia, Douglas College, Nicola Valley Institute of Technology, North Island College, Northwest Community College, Selkirk College, and Vancouver Community College. The MID provides for the bargaining of all compensation and current articles of the Common Agreement at the MID table. All other topics are bargained at the local second-tier tables. The MID parties signed the 2004 MID Protocol Agreement on May 27, 2004.

One of the original 9 MID employers (NLC) is now participating in the MID only as an observer.

The parties met June 8-10, 2004, when they exchanged proposals. MID bargaining recommenced on **October 18th** and concluded on **December 3rd** where the parties adjourned until the New Year. The employers MID spokesperson, John Waters of PSEA as well as MID Bargaining Team member, Marian Exmann of Douglas College, will continue communication with the unions spokespersons through December and early January. The MID table is expected to resume in the first week of February. The employers MID team will continue to report to the institutions and government during the month of January as required.

Local or 2nd tier bargaining for all other institutions has not commenced and is not expected to until MID Bargaining concludes. Several institutions have received notice to bargain or to meet for protocol discussions.

All employer and union proposals have been uploaded in the **Bargaining Centre** of the [PSEA Knowledgebase](#) under "**Bargaining Proposals**"

Research for faculty bargaining has been uploaded to the [Knowledgebase](#).

Support Staff Bargaining Update

Of the sectors 19 support staff collective agreements, 14 are currently expired. Of these, 11 expired in 2002, and another 3 expired in 2004 (Langara, Emily Carr, and VCC).

Five support staff agreements have now been settled and ratified. College of the Rockies/CUPE, Camosun College/CUPE, and North Island College/CUPE all have renewal agreements for 3-year terms of July 1/02 to June 30/05. CNC/PPWC settled an agreement for a 2-year term of June 1/03 to May 31/05, and Selkirk College/ PPWC settled for a 2-year term of January 1, 2004 to December 31, 2005. Malaspina/CUPE has reached a 3-year agreement, for the term of July 1, 2002 to June 30, 2005, for a zero percent increase in compensation and minor changes to collective agreement language. The PSEA Board ratified the agreement on December 14, 2004.

Five institutions with BCGEU locals are at impasse: BCIT/BCGEU, Douglas/BCGEU, Kwantlen/BCGEU, NLC/BCGEU, and NWCC/BCGEU. Strike votes have occurred at these four institutions with the following results:

- Douglas College - 71% strike vote
- BCIT - 77% strike vote
- Kwantlen - 88% strike vote
- NLC - 90% strike vote

The NWCC/BCGEU strike vote has been scheduled for January 5 and 6, 2005. No other activity has been reported from other BCGEU locals.

NVIT's joint faculty / support staff collective agreement expired in 2003 and was extended by the parties for one year extension expiring on March 31, 2004. NVIT is one of 8 employers participating in the 2004 Faculty Multi-Institutional Discussions (MID). UCFV's joint faculty/ support staff collective agreement expired in 2004 and a new 3 year 0/0/0 contract to March 31, 2007 with a wage re-opener in year 3 has now been settled and ratified.

The current status of all support staff agreements with respect to the Employers bargaining mandate is:

- 6 mandates approved and settlements reached and ratified (Camosun, COTR, CNC, Selkirk, NIC, and Malaspina)
- 11 mandates approved (BCIT, Capilano, Douglas, JI, Kwantlen, Langara, Malaspina, NLC, OLA, Okanagan, and Cariboo)
- 2 mandate requests are still to come (Emily Carr and NWCC)

For 7 of the 11 Support Staff Common Agreement employers, PSEA met on June 15th with the representatives of BCGEU and CUPE to resolve the status of the Common Agreement provisions in the new 2002-2005 collective agreements. On July 31, 2004 BCGEU signed the resolution agreement drafted by PSEA. At this time, CUPE has not formally agreed to the document. PSEA is working with BCGEU and CUPE to finalize the document. The terms of that agreement (i.e. on the status of the Common Agreement provisions only) have been referred to the local parties to be bargained into their 2002 - 2005 collective agreements. Three of the 11 Support Staff Common Agreement employers (COTR, Camosun, and NIC) have already reached and ratified CUPE settlements had 'parked' the Common Agreement issue for later resolution, and will now be able to close off that matter once CUPE has agreed to the SSCA resolution. Malaspina simply incorporated the SSCA provisions into the bargaining of the new collective agreement.

HRDB Update

HRDBv7 2003-2004

The main HRDB Employee Case level data (Part 1) has been collected from all institutions. Verification packages for 11 institutions have been distributed to employers this week. Please note the verification deadline was December 17, 2004.

Also, we are awaiting for 15 institutions to send in their Aggregate Leaves Utilization information (Part II). The following institutions have submitted their Part II: **Camosun, JIBC, Kwantlen, Malaspina, Northern Lights, NVIT, and OUC**. This part of the HRDB can be easily completed online, with the survey located at www.psea.bc.ca/survey. Please contact Ross Fleming or Marcus Lee for the survey password.

The Benefits Coverage Summary (Part IV) has been verified by all institutions except for **Douglas, Langara, UCC and UCFV**. These institutions are asked to submit their verified benefits spreadsheet summary as soon as possible.

If you have any questions or comments regarding the HRDB data collection or for technical assistance, please contact Ross Fleming (ross@psea.bc.ca, 604-895-5085) or Marcus Lee (marcus@psea.bc.ca, 604-895-5087).

People Update

Valerie Ninnis, Human Resources Director at **ECIAD**, will be retiring at the end of January 2005. We thank Valerie for her contributions to the Employers' Bargaining Conference and wish her the best in her future endeavours.

Greg Conner, Executive Director, Human Resources at **Camosun College**, is leaving the college effective January 10, 2005. Greg has accepted a position as the Vice President of Human Resources with EDS Advanced Solutions. We thank Greg for his valuable contributions to the Employers' Bargaining Conference, Employee Benefits Advisory Committee, and the Joint Committee on Benefits Administration. We wish Greg all the best.

Mike Arbogast, has been selected as the new Vice-President of Human Resources at **Capilano College**. Mike has 27 years of bargaining and Labour Relations experience and his most current position was as Vice-President of Labour Relations at the Health Employers Association (HEABC). Mike is also a professor at UBC, teaching Human Resources and Labour Relations on a part-time basis and has earned an MBA from Queen's University and a BSC from Trent University.

Janine Reed has been appointed to the position of Assistant Deputy Minister and Vice President of the **PSEC Secretariat** on November 29, 2004. Prior to joining PSEC, Janine served as the Executive Director and Secretary to the Cabinet Committee on Public Sector Compensation for the Province of Saskatchewan. Janine has been involved in public sector labour relations in various capacities for the last sixteen years. Her experience runs the

gamut from being chief spokesperson at bargaining tables, to broad policy and strategic management of public sector negotiations and compensation. Janine holds a Bachelor of Arts (Politics) from Queen's University, LL.B. from the University of Saskatchewan, and an M.B.A. from Queen's University.

Knowledgebase

Revamp

The **Search Engine** to obtain advanced results has now been launched.

New to the Knowledgebase:

Institutions Presidents and members of the Employers Bargaining Conference (EBC) have a different access level to highly confidential documents not available to other excluded staff. A red exclamation point icon appears on the right side of document title to note this restriction. These documents only appear in the results table to users who have this access level.

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

Clause Summaries

- Caps on Salary Scale Placement Feb-04
- Copyright and Intellectual Property Sept 27-04
- Education Technologies and Distributed Learning Sept 24-04
- Distance Education and On-line Instruction Jan-04
- Educational Leave - March-04
- International Education - Sept 23-04
- Mandatory Retirement - Jan-04
- Personal Harassment - July 13-04
- Psychological Harassment - Sept 16-04
- Regularization - Feb-04
- Time Release and Union Leave - Jan 16-04
- Safety Equipment - Sept 23-04
- Severance Pay - June 10-04
- Workload - Feb-04
- Access to Health and Welfare Benefits for Non-Regular Employees Quickfacts - Sept 25-04
- Contracting Out Quickfacts - Sept 27-04
- Copyright and Intellectual Property Quickfacts - Sept 27-04
- Phased Retirement and Pre-Retirement Leave Quickfacts - Sept-04
- Education Technologies and Distributed Learning Quickfacts - Sept 29-04
- Education Leave Quickfacts - Sept 28-04
- Parking Fees Quickfacts - Sept 28-04
- Regularization Quickfacts - Oct 12-04
- Release Time for Scholarly Activity Quickfacts - Sept 25-04
- Severance Pay Quickfacts - Sept 23-04
- Union Leave Quickfacts - Sept 28-04
- Waiving of Tuition Fees Quickfacts - Sept 28-04

Queries

- Query #14-2004-P Maternity/Parental Leave for Exempt Staff - Oct 2004
- Query #15-2004-P Personal Harassment - Oct 14-04
- Query #16-2004-P Academic Freedom - Oct 14-04

Research Centre/Compensation

- All Institution Headcount, FTE, and Total Compensation Breakdown - Oct 28-04

Bargaining Centre

- Union MID Bargaining Bulletin - June 15-04
- Union MID Bargaining Bulletin - Sept 26-04
- Union MID Bargaining Bulletin - Oct 22-04
- BCGEU Bargaining Bulletin - MID - Oct 29-04
- BCGEU Bargaining Bulletin - MID - Nov 1-04
- Criteria for MID Employers Decision Making - Nov 3-04
- MID Status Record - Dec 3-04
- BC Ferries Settlement Summary - Oct 15-04
- BC Ferries, Interim Award, Vince Ready, Special Mediator - Oct 15-04
- Union Bargaining Bulletin - Nov 10-04

- Trends in Benefits Costs Presented by Mercer - Nov 15-04
- OUC-OUC Faculty Association Settlement Announcement for term April 1, 2004 to August 31, 2005 - November 9-04
- Union MID Bargaining Bulletin - Dec 3-04
- Southeast Kootenay School District - CUPE Settlement - Dec 2-04
- Bargaining Status Sheet for Faculty and Support Staff - Dec 15-04

Arbitrations

- Ontario Health Premium - Arbitration Award - Arbitrator O.B Shime - Sept 14-04
- Ontario Health Premiums - Colleges Win Health Tax Fight - Media Summary of Arbitration Award - Oct 30-04
- Toronto Transit Commission - Arbitration Award - Arbitrator O.B Shime - June 1-04
- Manitoba Arb Awards - 1) Sexual Discrimination in Pregancy (1998); 2) Medical Information in Support of Sick Leave(2004)

Website

New uploads to our [Website](#) are:

Government News

- New Cabinet Ministers Approved - Dec 14-04

Pension Corporation

- College Pension Plan Employer Bulletin - Transferring Service - Oct 14-04
- Simplification of Pension Options - Oct 31-04

Collective Agreements

- UCFV - Faculty and Staff Association - April 1, 2004 to March 31, 2007

Holiday Office Closure

The PSEA office will be closed for Christmas from **Wednesday, December 22, 2004 to Monday, January 3, 2005.**

Season's Greetings!!!