

Ritu Rikhi

From: psea
Sent: Wednesday, February 05, 2003 8:48 AM
To: e-bulletin
Subject: PSEA e-Bulletin February 5, 2003

PSEA

e-bulletin

Communications from the Post -Secondary Employers' Association

PSEA Web

February 5, 2003

HRC Annual Conference 2003

It is still not too late to register for the HRC Annual Conference. The dinner will be held at the Fish House in Stanley Park on February 20th. If you are attending the dinner, please advise [Karen Foster](#) as to which entree and dessert you would like by February 10th.

Please note that we will now be starting at 8:30am on Friday, Feb 21st. The agenda and dinner menu is available on the [committees page](#) of our website.

Upcoming Meetings

Fri, Feb 7, 2003 Mandate Sub-Committee
Tue, Feb 11, 2003 Executive Committee
Mon, Feb 17, 2003 Joint Pension Plan Review
Mon, Feb 17, 2003 Accord Implementation Steering Committee
Thu, Feb 20, 2003 Support Staff Bargaining Sub-Committee
Mon, Feb 24, 2003 Excluded Compensation Review Committee

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

Bargaining Update

Open Learning Agency

The Open Learning Agency has settled with its CIEA faculty local (FAOLA) for the term of April 1, 2001 to March 31, 2004. The settlement has been ratified by the union and will now be presented to the OLA Board. The Agency have received notice from BCGEU to begin bargaining for Support Staff. Note, the OLA is scheduled to close by the Fall of 2004.

Camosun College

The following message is from Greg Conner, Executive Director of Human Resources:

Camosun commenced bargaining with CUPE Support Staff on January 21, 2003. There were few surprises in the Union's package of proposals. CUPE is not happy with the 0-0-0 mandate and seeks significant concessions from the College. CUPE has not made a wage demand as yet. The College anticipates that the status of the Common Agreement will be hard fought. The Union takes the position that the Common agreement provisions are implicitly included in the new agreement unless negotiated out by the College. The College takes the converse view. The College also anticipates facing a sector wide Union mandate at the local table. To date, the Union has not exhibited a strong desire to move negotiations along.

Nicola Valley Institute of Technology

NVIT is seeking mandate approval to extend its current faculty/staff agreement by one year to March 31, 2004.

Other Support Staff Bargaining

Twelve other institutions are currently commencing bargaining with their support staff unions for the renewal of agreements that expired in 2002. Two additional institution's staff agreements expire in 2003. Please see the [agreements](#) page of our website for the full listing.

Pension Corporation

In the summer of 2002, the Pension Corporation gave little notice to employees who have transferred from the College Plan to Municipal, or vice versa, that they would no longer be allowed to buy back service.

One institution wrote to Karen Harper, VP Policy and Plan Management, asking for a window of opportunity allowing members to purchase service. The Pension Corp granted this request but did not advise PSEA or other institutions about this decision.

After speaking with Ms. Harper, institutions have been instructed to individually apply for a short time frame where members who have transferred between plans can purchase service. Please write directly to:

Karen Harper, VP, Policy and Plan Management
Pension Corporation
PO Box 9460, Stn Prov Govt
Victoria BC, V8W 9V8

If you have any questions, please contact [Ritu Rikhi](#) at PSEA.

Excluded Compensation Review Committee

Watson Wyatt has been chosen as the Excluded Compensation Review Committee's consultant to undertake a review of executive compensation across the country. This review will include the CEO and four other senior positions, namely, CFO, Head of Instruction, Head of Human Resources and Head of Computer Services.

New on the Website

Joint Resolution and Dispute Committee Interpretation Bulletins can be found on the [JADRC](#) page of our website for union and employer access. They are also available on our [Knowledgebase](#).

- #1 Article 3.6.2 Union Leave
 - #2 Harassment Investigators
 - #3 Additional Union Leave Without Pay
 - #4 Dental Plan
 - #5 Medical Travel
 - #6 SEB Maternal/Parental Leave
 - #7 Parental Leave
 - #8 Supplemental Employment Benefits
 - #9 Non-Regular Employees Eligibility for Disability Benefits
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New on the Knowledgebase

- Presentation to the Employee Benefits Advisory Council November 28, 2002 by Bill Black, President & CEO of Maritime Life

- Revised Mandate Request Form
 - Confidential Policy re opting into Disability Plan Jan.20, 2003
 - Queries on: Conflict Resolution Positions, Video Display Terminals, Hiring Committees, Online Learning, Employee Memorials, as well as Continuing Education Programmers and Coaching positions.
 - Clause Summary: Support Staff Vacation Entitlement
 - Interpretations on: Sick Leave Bank Usage, Maternity Leave Regularization, Faculty Resignation of Employees While on Unpaid Leave, Faculty Common Agreement Article 7.3, Faculty Common Agreement Article 5: Copyright, Faculty Commencement of Dental Benefits, Borden Ladner Gervias opinion on Revised Test for Dealing with Addicted Employees.
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Employment Opportunities

The following message is from Valerie Cochran at Capilano College:

Harjit Gill has been filling in for Saira Merali Walker during her maternity leave here at Capilano College. He is a young man who has had some private sector experience as an HR Advisor, and who now has worked for a year at Capilano, working mostly in recruiting of staff positions. He has worked with the OPEIU Collective Agreement.

Saira is returning in February and we are unable to expand our department in order to keep Harjit on. If anyone is looking for an HR Advisor, please [contact](#) me and I will have Harjit get in touch with you.

People Update

We congratulate Tomi Eeckhout who has been promoted to Vice President, Human Resources at BCIT.