

## Ritu Rikhi

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**From:** psea  
**Sent:** Monday, March 01, 2004 4:32 PM  
**To:** Ritu Rikhi  
**Subject:** PSEA e-Bulletin March 1, 2004

# PSEA

## e-bulletin

Communications from the Post-Secondary Employers' Association

PSEA Web

March 1, 2004

### Upcoming Meetings

#### Meetings:

- Wednesday, March 17, 2004 Board of Directors Special Resolution Meeting
- Wednesday, March 17, 2004 Employers' Bargaining Council - MID Institutions
- March 2004 (TBA) HRDB Steering Committee
- Tuesday, April 6, 2004 Executive Committee
- Thursday, April 22, 2004 Board of Directors
- Thursday, May 13, 2004 Executive Committee

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

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### PSEA Accreditation

On November 21, 2003 the Minister of Finance forwarded a letter to PSEA President Dale Dorn requesting that the Post Secondary Employers' Association amend its Constitution and Bylaws to make the Association the accredited bargaining agent for the post-secondary education sector. Pursuant to Section 8.1(2) of the Public Sector Employers Act, PSEA was requested to make the changes to the Constitution and Bylaws within 60 days of the date of the Minister's Letter (January 21, 2004).

The PSEA Board of Directors met on November 25, 2003 and directed the PSEA Executive Committee to seek legal consultation on the PSEA Constitution and By-laws, to craft Terms of Reference for a third party review and to deal with communications matters with respect to the member institutions and the Unions.

The PSEA Board of Directors again met on January 15, 2004 and passed the following motion:

"Motion that if the Minister of Finance chooses to change local accreditations to PSEA, the Board of Directors of PSEA recommends that it be done so by legislative means."

The PSEA Board of Directors, at the same meeting, also passed a motion to give 60 days notice that the Constitution and Bylaws of the PSEA be amended by Special Resolution in the format prepared by PSEA's legal counsel, Michael Coady of Harris & Company, and discussed at the meeting.

The Minister of Finance passed an Order in Council on February 4, 2004 making the PSEA the accredited bargaining agent to the post-secondary sector. The new Constitution and By-laws now in force are posted on the [About Us](#) page on our website. The old Constitution and bylaws can now be found on the [Board of Directors](#) page of our website.

The Special Meeting of the PSEA Board of Directors is scheduled for March 17, 2004 and at that meeting, the PSEA Board of Directors will be asked to vote on the Special Resolution to strengthen the By-laws to enable the PSEA to meet its accountability as bargaining agent.

For current support staff and upcoming faculty bargaining, the PSEA Executive Committee has approved the Interim Process for Bargaining (Feb 11, 2004) to govern mandate approval, bargaining, settlement, and ratification until ongoing procedures are put in place as a result of the March 17th Board meeting decisions on the Bylaws.

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## Support Staff Bargaining Update

14 support staff collective agreements expired in 2002, and another 2 expired in 2003. The current status of each of these with respect to the Employers' bargaining mandate is:

- 14 mandates approved (BCIT, Camosun, CNC, COTR, Douglas, JIBC, Kwantlen, NVIT, North Island, Northern Lights, Okanagan, OLA, Selkirk, UCC)
- 1 mandate request not yet submitted (NWCC); Capilano and Malaspina mandates are in process.

On January 21, 2004 **Camosun College** and its CUPE support staff union both ratified a bargaining settlement for three years (July 1, 2002 to June 30, 2005). The College and the Union were able to provide for increases to compensation while remaining within the government's fiscal bargaining mandate that there be no net increase to compensation costs over the life of the agreement. The Camosun College press release is available under [bargaining news](#).

The BCIT, CNC, Douglas, JIBC, Kwantlen, Malaspina, NIC, NLC, Okanagan, OLA, and UCC parties have commenced bargaining or have set dates for bargaining. A few of the other sets of parties are in protocol discussions for bargaining. COTR settled with CUPE on January 8, 2004.

Institutions are asked to submit both union and employer proposals to the [PSEA Knowledgebase](#) as soon as possible to foster bargaining communications and coordination.

Status of local bargaining is as follows:

### **BCIT**

Bargaining commenced March 2003 and re-started after the summer break. Making progress in resolving language issues. Discussions on "money" have been very general in nature so far. Bargaining sessions are weekly.

### **Camosun College**

On January 21, 2004, Camosun College and its CUPE support staff union both ratified a bargaining settlement for three years (July 1, 2002 to June 30, 2005). The agreement provided for increases to compensation while remaining within the government's fiscal bargaining mandate that there be no net increase to compensation costs over the life of the agreement.

### **Capilano College**

OPEIU served notice to bargain February 2003. The union is seeking a two year rollover to March 31, 2004. Mandate request is in process.

### **College of New Caledonia**

Protocol agreement was signed on July 4, 2003. Bargaining was expected to commence September 2003. Parties are unable to agree on venue for bargaining. Parties will be meeting on March 18, 2004 to exchange proposals.

### **College of the Rockies**

On January 8, 2003 the College of the Rockies and its CUPE support staff union both ratified a bargaining settlement for three years (July 1, 2002 to June 30, 2005), for zero increase in compensation, and with no compensation trade-offs, labour market adjustment, goal sharing, or new / higher standards for the sector. The settlement is within mandate.

### **Douglas College**

Bargaining commenced June 11, 2003 and mediation was scheduled for late October 2003.

Douglas has bargained to impasse on the issues of the Common Agreement and March 31/04 expiry date. BCGEU has indicated that it will apply to the LRB for a determination. The BCGEU has scheduled its first meetings since bargaining commenced with its bargaining unit for November 18 and 20, 2003. No strike vote has been scheduled.

#### **Justice Institute of BC**

Bargaining was scheduled to commence on October 14, 2003.

#### **Kwantlen University College**

Request for bargaining letter (from Employer) sent to BCGEU July 24, 2003. First bargaining session with BCGEU set for October 8 to deal with protocol and to exchange proposals. Additional 10 days set in November and December 2003.

#### **Malaspina University College**

Bargaining has commenced with CUPE. The Employer issued the letter of notice (i.e. re the termination of the arbitral presumption re specified Common Agreement provisions). The Employer is proposing to roll over the current collective agreement. The mandate request is in process.

#### **Nicola Valley Institute of Technology**

Settled a faculty/support staff 2003-2004 extension.

#### **North Island College**

Bargaining commenced February 24, 2004. Additional bargaining days are scheduled for March 16th and 22nd. NIC has a temporary representative at this time who is busy negotiating in other sector. Some Union proposals include: changes to the recall list, more time off, flexible hours of work, benefits issues. Some Employer proposals include: Removal of sick leave accumulation to 120 days, increase number of students that can be hired by NIC, and management flexibility.

#### **Northern Lights College**

Bargaining commenced October 2003. Common Agreement provisions are part of the likely impasse. NLC and BCGEU met December 2, 2003. Bargaining sessions were scheduled for February 2004.

#### **Northwest Community College**

Union proposals received July 2003. BCGEU and support staff have signed a protocol agreement and exchanged proposals. The parties were scheduled to meet in October and December 2003. Mandate request has not yet been submitted.

#### **Okanagan University College**

Bargaining commenced in June 2003. The only significant issues outstanding are monetary.

#### **Open Learning Agency**

Bargaining commenced Feb 18, 2003 and is progressing. OLA has made BCGEU an offer to settle which they have rejected. BCGEU has tabled a counter proposal in response to that offer that contains, among other things, a continuation of the Common Agreement and large monetary demands. Last met with the BCGEU bargaining team on Jan 29/04. At that time, we advised them of the following: "with such a substantive gap between the Agency/Sector mandate and the BCGEU's offer to settle, we have no option but to reject it. We will not be providing a counter-offer however, we are prepared to meet with the union at any time that the union notifies us it is prepared to table an offer within mandate." There have been no requests for meetings to date and we don't anticipate any in the near term.

#### **Selkirk College**

Selkirk is in bargaining preparation. The collective agreement expired on December 31, 2003. PPWC has indicated that they are ready to commence bargaining. The College advised that it will be January before they are ready to meet with the union. Mandate request has been submitted to the Mandate Subcommittee.

#### **University College of the Cariboo**

UCC and CUPE Local 900 agreed to open bargaining on December 18th and exchange proposals. Dec 18, 2003 was UCC's opening bargaining session with CUPE. The union tabled local provisions, SS Common Agreement, and the Accord. The Employer delivered express written notice to terminate the common agreement.

#### **University College of the Fraser Valley**

June 2003 - Settled for one-year extension to 2004; salary already settled under LOA of the

2001-2003 agreement.

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## Faculty Bargaining Update

The draft Sectoral Plan 2004 - 2006 has been approved by the PSEA Executive and recommended to the PSEA Board for approval at the March 17th meeting. The Plan must also be approved by PSEC. Pending the approval of the draft Sectoral Plan, the Executive has directed that the draft Plan serve as the Interim Sectoral Plan for current bargaining.

The MID Terms of Reference and the Employers' draft Protocol were sent to the institutions on February 25th with a request that each institution advise the PSEA Secretariat by March 15th as to whether it wishes to participate in the 2004 MID table for faculty bargaining.

The MID institutions and the PSEA Secretariat will now develop a MID mandate request for the 2004 Faculty MID for Mandate Subcommittee review and approval.

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## HRDB Update

PSEA staff have now started to send HRDBv6 2002/2003 data back to institutions for verification. Please return the information to PSEA as soon as possible in order for the HRDBv6 project to be completed before faculty 2004 bargaining this spring.

PSEA would like have your feedback regarding user capability, modifications, and training needs for the HRDB. Please take a few moments to fill out the [online survey](#). We will contact institutions individually regarding data collection and submission issues.

A novice training session will be scheduled in April for union representatives. If employer representatives were not able to attend the HRDB for Dummies course in October 2003, please contact Marcus Lee at 604-895-5087 as there is limited space available.

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## People Update

Douglas College President Susan Witter has announced that the title of Director, Employee Relations has been changed to Associate Vice President, Employee Relations, to reflect new levels of responsibility assigned to the position. "Since Mia Gordon retired a year ago, and we reduced the number of vice-presidents to three, all of the highest-level employee relations issues have fallen to Employee Relations Director **Marian Exmann**. The change of title acknowledges the difficult decisions that must be made and the significant new demands of complex legal issues, collective bargaining, consultation with the Post-Secondary Employers' Association, the President's Office, the Douglas College Board, and many others in the College community."

**Ritu Rikhi** has been promoted to Manager of Research & Systems at the PSEA Secretariat.

PSEA wishes both Marian and Ritu success in their new positions.

**Sheila McDonald**, Director of Human Resources at North West Community College is leaving NWCC. Sheila's new position is as HR Director of the Northwest Health Authority based in Prince Rupert. She will be working part-time for the College through March 22nd. PSEA would like to thank Sheila for her extensive contributions to the sector as a member of the faculty and support staff bargaining teams, and member of the Joint Implementation Committee, Accord Implementation Steering Committee, and the Employers' Bargaining Council.

College of New Caledonia President, **Dr. Terry Weninger** announced his official retirement effective July 31, 2004 at the February 20, 2004 Board meeting. In making his

announcement the President told the Board that the position of President at CNC has been the most challenging and rewarding position in his 30 years of administration. He told the Board that the College of New Caledonia is well positioned to meet its challenges and to move smoothly through the transition phase. PSEA thanks Dr. Weninger for his contributions to our sector as a member of the Board of Directors.

**Carolyn Parry** retired from Douglas College in December 2003. PSEA thanked Carolyn at the HRC Conference dinner for her valuable contributions to the Employee Benefits Advisory Committee and the Joint Committee on Benefits Administration.

PSEA welcomes **Ross McKinnon** as the new Manager of Pensions and Benefits at Douglas College. Ross was previously employed at the Capital Regional District in Victoria and, prior to that, he was at UVIC. Ross has a very strong background in all facets of benefits administration from plan design to renewals, sat on the Joint Benefit Trust for the regional district and is very well qualified in disability and claims management. At the Capital Regional District, he was able to bring their disability costs down significantly as a result of a number of changes, not the least of which was a very active rehab and return to work program. Ross is also considered expert in HRIS and a variety of computer applications and databases.

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## 2004 HRC Conference

Over 65 participants from throughout the province attended the 2004 Human Resources Committee (HRC) Conference. PSEA thanks all participants and presenters for making it such a success.

If you did not get the opportunity to fill out a feedback sheet at the conference we would appreciate that you take a few moments to fill out the [feedback form](#) via our website.

Your feedback on this year's HRC will assist us in planning for future conferences. We are surveying three components:

- 1) Overall Organization & Planning of the Conference
- 2) Presentations - February 19th
- 3) Presentations - February 20th

If you have any further questions or comments please contact Shubhneet Ark at 604-895-5060 or email [shubhneet@psea.bc.ca](mailto:shubhneet@psea.bc.ca)

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## Knowledgebase Modifications

PSEA is in the process of making significant modifications to our Knowledgebase - the restricted section of the PSEA Website. The Knowledgebase may be down for short periods of time over the next several weeks.

Some of the modifications include a search engine, multi-layered subfolders, frequently asked questions section, and new graphics and layout to match our website. We are also building interpretation sections for the Faculty and Support Staff Common Agreements which we hope to finish later this year. Also this year, an online HRDB tutorial and helpdesk will be built into our website for both union and employer access.

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## New to the Knowledgebase

New uploads to the [PSEA Knowledgebase](#) include:

### Queries - Job Descriptions

- 2003 Queries Summary Table
- Query #1-2004-P Take Our Kids to Work Day Program

### Queries - Policies

- 2003 Queries Summary Table

### Presentations - 2004 HRC Conference

- Labour Market Adjustment - Bargaining Mandate - Scott McCannell, PSEC
- Salary Surveying - Leanne Barlow, Watson Wyatt
- Interest Based Bargaining - Franz Scherubl, Terasen Gas Inc.
- Organizational Effectiveness, Exploring Best Practices in the Public and Private Sector - Heather Hilliard, SAGE
- Online Interpretation Database - Clodine Sartori & Yuki Matsuno, BCIT
- Flexible Benefits Plan - Valerie Cochran, Capilano College
- Employee Recognition Program - Greg Conner, Camosun College
- Welcome Experience Project - Sarah Hood, Camosun College
- How to Prepare for Arbitration - John Steeves, Arbitrator
- Accreditation - Michael Coady, Harris & Company
- Compassionate Care Leave Benefit - Sari Wiens, Harris & Company
- Bill 28 - Sari Wiens, Harris & Company
- Private Sector Privacy Legislation - Vince Johnston, Harris & Company
- Joint Union/Employer Job Evaluation Plan - Mike Pellant, Carol Cameron, Tim Dillon

## New to the Website

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

### Links - Legislation

- Employment Insurance Compassionate Care Leave
- Bill 38 Personal Information Protection Act

### News - Bargaining News

- College of the Rockies - CUPE Support Staff Settlement - Jan 8-04
- Camosun College - CUPE Support Staff Settlement - Jan 21-04

## Employment Opportunities

### Director, Human Resources Northwest Community College Terrace, BC

**Northwest Community College** (NWCC) is a comprehensive college with campuses in 9 communities in BC's beautiful northwestern region. The college is seeking applications for an innovative and creative individual to lead the college's Human Resources department. Based in Terrace, BC you will be working in a regional organization environment serving communities from Haida Gwaii (Queen Charlotte Islands) to the Bulkley Valley.

### Duties and Responsibilities

This position is accountable to the President for delivering an innovative and pro-active human resource department that supports the strategic and operational objectives of the College. The Director acts as a catalyst for change, exercising strong leadership skills to establish the Human Resources department as a model within the College. The internal climate of the College in terms of employee commitment and motivation, reflect the success of this department. Beyond the significant cost implications of staffing and labour relations decisions, there is also a financial impact related to the costs of the organization for employee benefits, which this position negotiates with external vendors.

### Qualifications

The preferred candidate will have completion of a graduate degree with a major study in disciplines relevant to labour relations, personnel management and at least five to ten years

of experience in a relevant leadership role. (Equivalent combinations of education and experience will be considered). Extensive experience, and a demonstrated success in labour relations work, including leading negotiations, supported by strong interpersonal skills.

Northwest Community College is committed to the principle of equity in employment. For additional information regarding the job description of this position and about NWCC and the communities we service, please view our Website at: [www.nwcc.bc.ca/postings/management.htm](http://www.nwcc.bc.ca/postings/management.htm)

Respond in confidence, quoting competition #03.196M to:  
Human Resources  
NORTHWEST COMMUNITY COLLEGE  
5331 McConnell Avenue  
Terrace, B.C. V8G 4X2  
FAX: (250) 638-5475  
Email: [soates@nwcc.bc.ca](mailto:soates@nwcc.bc.ca)

**Closing Date:** March 5, 2004

We thank all applicants for their interest; however, only those selected for an interview will be contacted.