

Ritu Rikhi

From: psea
Sent: Monday, March 03, 2003 8:14 AM
To: e-bulletin
Subject: PSEA e-Bulletin March 3, 2003

PSEA

e-bulletin

Communications from the Post -Secondary Employers' Association

PSEA Web

March 3, 2003

Upcoming Meetings

Wed, March 12, 2003 CEO Workshop
Thurs, March 13, 2003 Board of Directors
Mon, Mar 17, 2003 Excluded Compensation Review Committee
Wed, April 9, 2003 Support Staff Bargaining Sub-Committee

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

New Teleconference Number

We encountered a problem with our Accutel Conferencing System. Apparently, one of our passcodes was posted on Yahoo and a bunch of drunken people got together and had a great time at our expense (which Accutel has kindly credited back to us).

The new teleconference number is **1-888-440-5452** You will now be placed on hold (with the music playing) until the moderator of the teleconference has dialed in (usually one of the PSEA secretariat). The moderator will assign the passcode for the teleconference when scheduling the meeting. There are also some new features such as blocking noise from a cell phone, etc.

HRC Annual Conference 2003

We had a great turnout for the 2003 Human Resources Committee Annual Conference with over 60 participants from across the province. If you did not have a opportunity to comment on the event and possible topics for next year, please provide us with your [feedback](#). Oh, and to settle the debate, the containers are water bottles, not thermoses....

Bargaining Update

STATUS OF SUPPORT STAFF BARGAINING TABLES AS OF FEBRUARY 25, 2003

Based on the reports received from institutions, the status of the support staff bargaining tables at the 14 institutions whose support staff collective agreements expired in 2002 is as follows.

An asterisk (*) indicates an expired agreement that was part of the 1998 to 2002 Support Staff Common Agreement. References to the letter of express notice are to the letter of the Employers express notice to the Union of termination of the interpretive presumption of inclusion with respect to certain Articles of the Common Agreement (i.e. as per the October 2nd agreement of the Common Agreement institutions).

All of the collective agreements for the following sets of parties expired on June 30, 2002, except for the Capilano / OPEIU agreement, which expired on March 31, 2002.

BCIT / BCGEU

Bargaining has not yet commenced but is expected to do so in later March or early April. There have been some informal discussions with the union.

CAMOSUN COLLEGE / CUPE*

The Mandate Subcommittee approved Camosun's mandate request on January 20, 2003. The College's approach is one of compensation trade-offs netting out within the 0,0,0 mandate. Bargaining between Camosun and CUPE commenced on January 21st and the table was closed that day with respect to bargaining subjects. Camosun is now proceeding with regular bargaining meetings.

CAPILANO COLLEGE / OPEIU

Bargaining has not commenced. The parties are in informal discussion but no dates for bargaining have as yet been set.

COLLEGE OF THE ROCKIES / CUPE*

Bargaining has not commenced. The parties have informally discussed bargaining but no dates for the commencement of bargaining have as yet been set. The College has submitted its mandate request, but the Mandate Subcommittee has not yet reviewed that request pending PSEA / PSEC discussion of bargaining approaches of increased hours driving increased pay.

DOUGLAS COLLEGE / BCGEU*

Bargaining has not commenced. Douglas has been pushing BCGEU to commence, but the Union still doesn't know who their bargainer will be. The parties expect to meet in February for an initial discussion of bargaining protocol. The College will provide the Union with the letter of express notice at the opening of bargaining. The Mandate Sub-Committee approved Douglas' mandate request on Feb. 7, 2003.

JUSTICE INSTITUTE / BCGEU*

Bargaining has not commenced. No dates for bargaining have as yet been set, but the bargaining will probably commence by late March or early April. The bargaining committee met Feb. 25, 2003 to talk about the bargaining process. The local BCGEU representative has expressed an interest in using an interest based bargaining approach, and seems to be trying to focus less on province wide union coordination efforts.

KWANTLEN UNIVERSITY COLLEGE / BCGEU*

Bargaining has not commenced. Organizational issues on the Union side make it likely that bargaining will not begin until sometime in April. Kwantlen sent its letter of express notice to the BCGEU on December 10, 2002. Kwantlen has received Mandate Subcommittee and PSEC approval for Market Adjustment for two positions related to Nursing, but has not yet made a full mandate request.

MALASPINA UNIVERSITY COLLEGE / CUPE*

Bargaining has not commenced and will not likely do so until late March or early April.

NORTH ISLAND COLLEGE / CUPE*

Bargaining has not commenced. No bargaining dates have yet been set, and the Union expresses little desire to do so, but the College expects to commence the bargaining in April. North Island sent its letter of express notice to the BCGEU on November 15, 2002.

NORTHERN LIGHTS COLLEGE / BCGEU*

Bargaining has not commenced. No bargaining dates have yet been set. Organizational issues on the Union side make it unlikely that the bargaining will begin before April. Northern Lights sent its letter of express notice to the BCGEU on November 4, 2002 and has received no response.

NORTHWEST COMMUNITY COLLEGE / BCGEU*

Bargaining has not commenced. No bargaining dates have yet been set. Organizational issues on the Union side make it unlikely that bargaining will begin before April. BCGEU has told the College that a local staff representative will be doing the bargaining. The College has not yet sent the letter of express notice but intends to do so.

Bargaining has not commenced. No bargaining dates have yet been set. OUC will take their mandate proposal to their board the last week of February 2003.

OPEN LEARNING AGENCY / BCGEU*

Bargaining has not commenced. The parties met in early February for bargaining protocol discussions. The Agency sent its letter of express notice to the BCGEU on January 31, 2003. Beginning will begin in April 2003, with meetings occurring every Tuesday & Thursday. BCGEU has indicated that it will be looking for severance packages for its members.

UNIVERSITY COLLEGE OF THE CARIBOO / CUPE*

Bargaining has not commenced. Organizational issues on the Union side make it impossible to estimate when bargaining will commence. UCC will provide CUPE with the letter of express notice at the opening of bargaining.

OTHER

The support staff agreements of two additional institutions expire during 2003, namely CNC / PPWC on May 31, 2003, and Selkirk / PPWC on December 31, 2003.

Also, the NVIT / CIEA faculty / staff agreement was to expire March 31, 2003, but NVIT received Mandate Subcommittee approval on February 7th, 2003 to extend the term of that agreement by one year to March 31, 2004 with no change of language and no compensation increase for support staff.

In summary, only one of the 14 institutions with agreement expiries in 2002 has commenced bargaining. Five of the 11 Common Agreement institutions have sent their staff union the letter of express notice; another 3 plan to do so at the opening of bargaining. The other 3 institutions have not reported on this point.

Six institutions (Capilano, Douglas, Kwantlen, Northern Lights, Northwest, and Cariboo) report that their support staff unions have experienced internal organizational and personnel problems such as to delay the unions availability to meet for the commencement of bargaining.

University Sector Update

University of British Columbia

Posted on our website is the offer from [UBC to Cupe 2278](#) (Teaching Assistants). The UBC Bargaining Bulletin reports the Employers' new 10% offer to the CUPE Teaching Assistants. We understand that the UBC offer is pursuant to Market Adjustment that PSEC has approved for this particular UBC / CUPE bargaining.

From the [UBC Negotiations Bulletin](#): "**CUPE Local 2278** (teaching assistants) has rejected the university's offer of a 10 per cent wage increase.....CUPE 2278 officials representing teaching assistants walked out of a mediation session late this morning after the University of B.C. tabled a 10 per cent salary increase proposal. CUPE 2278 officials did not respond to the proposal. No further talks have been scheduled.

In an effort to break a bargaining deadlock, UBC tabled an offer through mediator Mark Brown to increase the wages of its striking teaching assistants by 10 per cent over three years.

CUPE 2278 members currently receive the third-highest annual salary of all Canadian universities, and pay the lowest tuition in the country. Teaching assistants, graduate students who typically work for 12 hours per week, would receive an hourly rate of \$26.49 under the offer made to union officials today. The university's previous offer was a seven per cent increase."

"UBC has maintained all along that our goal is to bring the wages of our teaching assistants to market levels," said Scott Macrae, Director of Public Affairs. "A double-digit offer is virtually unprecedented at a time when B.C. public sector increases are in the zero per cent range. UBC is making this offer to keep teaching assistants competitive with peer universities across Canada." CUPE 2278 leaders have demanded free tuition for their members. "Wages are part of the collective agreement with CUPE 2278, and subject to negotiation," Macrae said. "Tuition is a matter for all students, and is therefore totally outside the collective agreement."

CUPE 116 and CUPE 2950 were presented with proposals concerning Contracting Out. UBC tabled its wages offer to CUPE 116 on February 27, 2003 in accordance with PSEC mandates 0%, 0%, 0% for general wages increases. However, based on market competitiveness, the University proposed increases for Research and Engineering Technicians (up to 9.99% in year 1 depending on classification). In year two, UBC is proposing a 1% one-time-only increase for all CUPE 116 members, funded from the cost savings realized from contracting out construction and renovation projects over \$50,000. Please see [UBC's Negotiations Bulletin](#) for further details.

Simon Fraser University

According to the [SFU Negotiations Bulletins](#):

"The Poly Party (trades and labourers) has been in legal job action since February 7, 2003, with a prohibition on overtime by its members. At 10am on Friday, February 21, 2003, Poly Party members withdrew their services for a study session that continued for the rest of the business day. Today, (Feb 24) Poly Party members returned to work and are performing their normal duties. The overtime ban remains in place.

The collective agreement with CUPE 3338 expired on March 31, 2002. Over the past 12 months the parties have met regularly to negotiate a new agreement. The parties had a number of bargaining days scheduled in February 2003, however, on February 10, 2003, CUPE applied to the Labour Relations Board for mediation. Mediation is scheduled for March 4 and 5, 2003, at the Labour Relations Board. On Tuesday, February 25, 2003, the members of CUPE 3338 will be taking a strike mandate vote.

Please note that no CUPE initiated job action can occur while mediation continues and, if mediation fails, CUPE will be required to first serve the University with 72-hour strike notice before any job action could commence. SFU continues to be committed to bargaining in good faith and believes that a negotiated settlement is possible."

University of Victoria

[UVIC Negotiations Bulletins](#) reports "The University is continuing to negotiate with CUPE 951 and CUPE 917. Both locals took strike votes last week. In the case of CUPE 917 88% voted in favour of a strike. CUPE 951 members voted 85% in favour of a strike. (Strike votes are expressed in terms of the percentage of those who voted).

The Unions have advised their members that the strike vote will not be used until there are further negotiations with the University and the members are again consulted.

As of today, Thursday, February 27, 2003, neither local has served strike notice on the University.

CUPE 917 bargaining will continue in a few days. CUPE 951 has asked for a mediator to be appointed to assist in the negotiations between the University and their local.

The University is committed to continuing negotiations with both locals, with or without the assistance of a mediator."

University of Northern British Columbia

Blair Littler, Executive Director, UPSEA, reported to the Support Staff Bargaining Sub-Committee on February 20, 2003 that UNBC, with a CUPE union of approximately 100 FTE's, had been very close to signing a contract in November 2002. The deal was to follow the O/O/O mandate, and would extend their benefits accord to 2005. The contract was also to include a 1% productivity increase in exchange for eliminating a 15 minute coffee break for 3 months of the contract. CUPE headquarters would not support the contract though, and therefore, the proposed contract could not be signed off on. CUPE and UNBC are now back at the bargaining table.

Faculty Labour Market Plan

The Faculty Labour Market Plan: Preliminary Report was presented to PSEC Council on January 28, 2003 and to the HRC Annual Conference on February 20, 2003.

We will soon begin our second stage of the report surveying institutions for micro level data and recommendations regarding challenges and barriers in respect to fiscal mandates, market adjustment, collective agreement language, legislation, government, sectoral and institution policy and HR initiatives. The report will affect strategies for the next round of faculty bargaining in 2004.

The full preliminary report and presentation is available in the documents section of our [Knowledgebase](#).

Appointments

Greg Conner, Executive Director of Human Resources at Camosun College, has been appointed to [JCBA](#) (Joint Committee on Benefits Administration) for both Faculty and Support Staff.

Linda Holmes, President of Langara College, is the new CEO member on [JADRC](#) (Joint Administration Dispute Resolution Committee).

New on the Website

Documents recently loaded into the [news](#) section of our website include:

- UBC Offer to Cupe 2278 Teaching Assistants Feb 26, 2003
- College Pension Plan: Maternity/Parental Top Up Pay Feb 10, 2003
- BC Ministry of Health Press Release on Pharmacare Feb 24, 2003

New on the Knowledgebase

New documents on our [Knowledgebase](#) include:

- Inspiring Performance by Igniting Passion at Work Presentation by Andrea Jacques - Feb 20, 2003
- Labour Market Planning Presentation - Cindy McKinley, BC Hydro - Feb 20, 2003
- Bill 66 Presentation - PSEC - Feb 21, 2003
- Performance Management in Union Settings Presentation - Terri Chyzowski, BC Buildings

Corporation & Tim Dillon, Watson Wyatt - Feb 20, 2003

- Recent Changes in Legislation - Employment Standards Act Presentation - Harris and Co. - Feb 21, 2003
- Revised Last Offer Votes Presentation - Harris and Co.- Feb 21, 2003
- Recent Changes in Legislation: Labour Relations Code Presentation - Harris and Co. - Feb 21, 2003
- Bargaining in Good Faith Presentation - Harris and Co. - Feb 21, 2003
- PSEA Faculty Labour Market Plan - Presentation - Feb 20, 2003
- Query #95 - Faculty Qualifications
- Query #96 - Technological Change Clause
- Employer Options Concerning BC Government Changes in Pharmacare and MSP Memo - Jan 31, 2003

Excluded Compensation Review Committee

The ECRC met on February 24, 2003. Since the last meeting on January 27, 2003, the ECRC received letters from the various interest groups within the sector requesting that they have input into the new excluded compensation guidelines that are currently under development. The committee members agreed that it is in the best interests of the sector to receive input from the stakeholders and invited Dr. Greg Lee, representing the Community Colleges; Dr. Ron Burnett, representing the Institutes and; Dr. Skip Bassford, representing the University-Colleges, to attend the meeting scheduled for February 24th.

The Committee received the reports from Drs. Lee, Burnett and Bassford for information. The committee members commented that the information received was most valuable and that they would like to carry on with this model of input from the stakeholders from time to time, as required.

James Gorman, the Ministry of Advanced Education representative on the ECRC, is going to consult with the Ministry on several points raised by Drs. Lee, Burnett and Bassford to assist the Committee in going forward with the guidelines.

The next meeting of the ECRC is scheduled for March 17th.

College Pension Plan

The following message is from Scott Browning, Director, College Pension Plan:

To: All College Pension Plan employers and union representatives

Re: Pre-retirement seminars for College Pension Plan members

The College Pension Plan is pleased to announce that it will be implementing a retirement seminar program for plan members across the province starting in the spring of 2003. On an annual basis, approximately a dozen half-day seminars will be held in regional locations. We hope to establish a schedule pattern so members and employers can expect seminars in their community at about the same time each year.

All members are welcome to attend these half-day sessions, including those currently on long-term disability status. However, plan members within five years of normal retirement age will be given preference. We also encourage plan members to bring their spouses or partners.

The seminars will include general pension information that will help plan members plan ahead for their retirement. This includes such information as how pensions are calculated, available pension options, and purchase of service. Marital breakdowns and the impact on pensions, what happens if you die before you retire, and what happens if you decide to go back to work are also covered.

I am requesting your assistance in developing a schedule for these retirement seminars and ask that you help us determine the best times for members to participate in the program. Your input is important to us, so please provide us with some general preferences on dates

and locations, and send your suggestions to collegeseminars@pensionsbc.ca by March 18, 2003.

The schedule will be developed by early April, and we will send you more information at that time that you can distribute to your employees. We will also post the schedule on the College Pension Plan website, and send you a list of your employees who are in the target age range.

We also require the name and contact information for a primary contact person that we can work with regarding scheduling and coordinating the sessions. Again, please send this information to collegeseminars@pensionsbc.ca.

Members will be asked to pre-register, and will receive a confirmation. Approximately one month in advance of the seminar, exact time and location details and participant pre-reading materials will be sent to attendees.

If you have any questions, please do not hesitate to contact me.

Pharmacare

In the upcoming weeks, PSEA and Mercer Human Resource Consulting will be communicating with institutions regarding the recent changes in [Pharmacare](#) and the ramifications on employer benefits costs and support staff bargaining.

People Update

We say farewell to Karen Green who is leaving Vancouver Community College. We thank Karen for her hard work in this sector and wish her success in her future endeavors.

Employment Opportunities

The following is a posting from Vancouver Community College for an Associate Director, Labour Relations:

Vancouver Community College is a dynamic community of dedicated educators and employees who work together to create a learning environment of the highest quality for the students we serve.

As the Associate Director, Labour Relations, you will participate in the leadership of the Human Resources Department and in the advisory role of the Department to the College on all matters related to labour relations. You will have a bachelors degree and additional training in labour relations, or a related degree such as law. CHRP designation is an asset.

You will also need at least 7 years of progressively responsible human resources experience in a unionized setting, focused on advising at the senior managerial level, managing grievances and arbitrations and alternate methods of dispute resolution. Experience as chief spokesperson for collective bargaining is essential.

Salary Range: \$60,381 to \$76,023 per annum.

VCC offers a collaborative and supportive working environment with excellent health benefits and a generous vacation package. Visit us online at www.vcc.ca to find out more about the College and refer to the [Human Resources web page](#) for the full job description, benefits information and terms of employment.

If you would like to join the Human Resources team, please apply in writing by 4:30 p.m. Friday, March 7, 2003 to:

Rob Henderson, Director of Human Resources
Vancouver Community College

1155 East Broadway
Vancouver, B.C., V5T 4V5

Fax: (604) 871-7445 E-mail: cluk@vcc.ca

e-Bulletin Postings

If you have any communications to share with the rest of the sector, please email [Ritu Rikhi](#) at PSEA.