

## Shubhneet Ark

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# PSEA

## e-bulletin

Communications from the Post-Secondary Employers' Association

[PSEA Website](#)

May 9, 2005

### Upcoming Meetings

- Wednesday, May 18, 2005 - SCHR
- Friday, May 20, 2005 - Board of Directors
- Wednesday, June 15, 2005 - EBAC
- Monday, June 20, 2005 - Annual General Meeting

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

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### MID Faculty Bargaining Settlement

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 were **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 provided for the bargaining of all compensation and current articles of the Common Agreement at the MID table. All other topics were to be bargained at the local second-tier tables. The MID parties signed the 2004 MID Protocol Agreement on May 27, 2004.

The parties commenced bargaining in June 2004 for one week. Bargaining continued for an additional two weeks in October, four weeks in November, and a total of four more weeks in February and March 2005. Two MID settlements were reached on **March 18, 2005** as a result of PSEA's bargaining separately with BCGEU and FPSE after the unions' Provincial Bargaining Council collapsed on March 17, 2005.

The BCGEU and FPSE signed separate Memoranda of Agreement (MoA) for the term of April 1, 2004 to March 31, 2007. Both settlements were ratified by the PSEA Board on March 24, 2005. All eight of the MID institutions have now ratified the MID settlements.

The BCGEU MID settlement applies to NWCC and Selkirk College Vocational Instructors. The FPSE MID settlement applies to CNC, COTR, Douglas, NVIT, NIC, NWCC (non-vocational faculty), Selkirk (non-vocational faculty), and VCC and is identical to the BCGEU agreement except for two provisions regarding compensation (neither of which affects the equality of net compensation increase between the two settlements).

- Year 1 (2004-05) 0% increase for both settlements.
- Year 2 (2005-06) BCGEU opted for a 'net zero' stipend equal to 2% of salary with savings offsets for the 'net zero' taken from the common agreement and local agreements, whereas FPSE can choose either a 0% increase or the 2% 'net zero' stipend in Year 2 as agreed to by BCGEU.
- Year 3 (2006-07) effective April 1, 2006 for both MID settlements the salary scale is increased by 1.5% (applied to new top step of grid) plus the difference, if any, between 1.5% and (for BCGEU locals) the increase of the first total wage compensation of the first year total wage compensation of the BCGEU/BC Government Master Agreement or (for FPSE local unions) the 2006-07 total salary increase of any faculty agreement that includes the Provincial Salary Scale.

The other elements of both settlements are identical, and include language changes to a number of Common Agreement articles. The settlements include provisions on Education

Technology/Distributed Learning, International Education, and Compassionate Care Leave, and Letters of Understanding on Joint Review Committee on Health and Welfare Benefits, Respectful Working Environment, Common Faculty Professional Development Fund, and Deferred Salary Leave Plan. The MoAs can be found in the [PSEA Knowledgebase](#) under **Bargaining Centre/Materials/MID** and on the [PSEA collective agreements](#) webpage.

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

Local 2nd-tier bargaining at these 8 institutions has commenced. **NIC** reached a tentative agreement with its local faculty association on March 31, 2005. The settlement has been sent to the PSEA Board for ratification. Details of this settlement will be released once the settlement is ratified.

### **NET-ZERO 2% STIPEND MINING OPTION**

PSEA and employer costing representatives have been meeting with the unions to bargain the Common Agreement savings offsets for the net-zero 2% stipend in Year 2 of the MID settlements. The five items specified by the BCGEU and PSEA MoAs for Common Agreement savings offsets were:

- Sick Leave
- Bereavement Leave
- Compassionate Care Leave
- HRDB
- Electronic Layoff Registry

The employers found little or no savings in those areas. In the past few weeks the health and welfare benefits changes were extensively reviewed by the parties in consultation with Mercer Human Resource Consulting but so far there appears to be little potential for union/employer agreement for savings offsets in these benefits plans.

The employers have noted that only three FPSE locals have elected to bargain the stipend to date. These institutions are:

- **Capilano/FPSE**
- **Douglas/FPSE**
- **Kwantlen/FPSE**

The following nine FPSE and non-affiliated faculty bargaining units have voted against the net-zero 2% stipend:

- **BCIT/BCITFSA**
- **CNC/FPSE**
- **COTR/FPSE**
- **NIC/FPSE**
- **NVIT/FPSE**
- **NWCC/FPSE**
- **Malaspina/FPSE**
- **Selkirk/FPSE**
- **VCC/FPSE**

Only BCIT-BCGEU Vocational has successfully bargained 2% in offset savings. All other BCGEU locals are currently in bargaining.

The employers have asked the unions to provide their response to the costing estimates provided thus far so that the mining of the faculty common agreement can be finalized in the next two weeks.

## **Local Only Faculty Bargaining**

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).

On March 14, 2005, the Ministry of Labour appointed a Fact-finder and a mediator to assist in reaching settlements for local-only faculty bargaining. As a result of this intervention the following tentative agreements have been reached:

- **Capilano College/FPSE** on March 17, 2005,
- **Malaspina University College/FPSE** on March 16, 2005,
- **Kwantlen University College/FPSE** on March 23, 2005,
- **BCIT/BCGEU Vocational Instructors** on April 1, 2005,
- **BCIT/Faculty Association** on April 5, 2005, and
- **NLC/BCGEU** on April 15, 2005

The **BCIT/BCGEU Vocational** agreement for the term April 1, 2004 to March 31, 2007 has been ratified by BCIT and BCGEU. The PSEA Board ratified the agreement on May 3, 2005. The BCIT/BCGEU Vocational Memoranda of Agreement can be found on the [PSEA collective agreements](#) webpage and the summary is found on the [PSEA News page](#).

The **Capilano College/FPSE** agreement has also been ratified by Capilano College and FPSE. The PSEA Board ratified the agreement on April 15, 2005. The term of the agreement is for April 1, 2004 to March 31, 2007. The finalized Memoranda of Agreement will be posted on our website once received.

Details on all the other above noted settlements will be released once the settlements are finalized.

Local-only bargaining at most other institutions has commenced.

Two other faculty settlements were reached in 2004 prior to the Fact-finder process. **Okanagan University College** and its Faculty Association reached a 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 was ratified by OUCFA, OUC, and the PSEA Board of Directors. The **UCFV** joint faculty/support staff collective agreement was settled as a new 3 year 0/0/0 contract to March 31, 2007 with a wage re-opener in Year 3.

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

## Support Staff Bargaining

Of the sector's 18 support staff collective agreements, 5 are currently expired. Of these, 2 expired in 2002 (Capilano and OLA), and another 3 expired in 2004 (Langara, Emily Carr, and VCC).

The following six support staff agreements have now been settled and ratified:

- **College of the Rockies/CUPE** - settlement term July 1, 2002 to June 30, 2005,
- **Camosun College/CUPE** - settlement term July 1, 2002 to June 30, 2005,
- **North Island College/CUPE** - settlement term July 1, 2002 to June 30, 2005,
- **CNC/PPWC** - settlement term June 1, 2003 to May 31, 2005,
- **Selkirk College/PPWC** - settlement term January 1, 2004 to December 31, 2005,
- **Malaspina/CUPE** - settlement term July 1, 2002 to June 30, 2005.

NVIT's joint faculty / support staff collective agreement expired in 2003 and was extended by the parties for a one year extension expiring on March 31, 2004. As NVIT is one of 8 employers participating in the 2004 Faculty Multi-Institutional Discussions (MID), NVIT support staff should be settled upon completion of the MID ratification process.

### BCGEU SUPPORT STAFF SETTLEMENTS

Six institutions with BCGEU locals were at impasse in late 2004: **BCIT, Douglas, Kwantlen, NLC, NWCC,** and **OUC**. Strike votes occurred at these 6 institutions, and BCGEU began rotating strike action in January 2005.

In late February 2005, through a Ministry of Labour appointed Fact-finder and a mediator, six BCGEU Support Staff settlements at these striking institutions were reached. The term of the agreements is for July 1, 2002 to June 30, 2006. All six settlements have been ratified by the employers and unions, and the PSEA Board of Directors ratified the settlements on March 24, 2005.

While the six settlements are similar in their mix of elements and their overall quanta for compensation, the specifics of the settlements do vary. The elements of the compensation for these settlements are as follows:

1. Four year term of July 1, 2002 to June 30, 2006
2. Zero compensation increase for each of Years 1 and 2
3. Signing bonus that ranges, by settlement, from 2% to 2.75% of gross 2004 earnings. The bonus is offset by the Accord PD Fund unused accruals through March 31, 2005.

4. Net zero compensation increase for Year 3, consisting of 2% wage increase, SEB top-up of the EI benefit to 75% for maternity and parental leave, and reimbursement for a total of 75% every 2 years for eye exams (i.e. formerly an MSP benefit). These items are offset by the conversion of the Accord PD Fund (equal to 1% of compensation) plus a set of compensation offsets that vary from settlement to settlement and that are based on specific changes in the collective agreement.
5. Wage increase of 1.5% effective July 1, 2005, or total compensation increase negotiated in the BCGEU Master Agreement for the April 1/06 to March 31/07, whichever is greater.

The settlements also include some language changes, which are different for each settlement. In summary, these settlements are cost-neutral with respect to the zero mandate for Years 1, 2, and 3, and in Year 4 they deliver a compensation increase as per what government has mandated for the final year of these settlements. The six MoAs can be found in the [PSEA Knowledgebase](#) under **Bargaining Centre/Status** and on the [PSEA collective agreements](#) webpage.

Using the template agreement for the other six BCGEU units, **JIBC** and its **BCGEU** support staff union reached a tentative agreement for the term July 1, 2002 to June 30, 2006. The settlement will be sent to the PSEA Board for ratification.

The Bargaining Status report is located in the **Bargaining Centre** of the [Knowledgebase](#).

## HRDB

### HRDBv7 2003-2004

The main HRDB Employee Case level data (Part 1) has been collected from all institutions. However, verification and sign-off is still outstanding for the following institutions: **BCIT**, **Capilano College**, and **UCC**. Please have your verifications returned to PSEA as soon as possible so that the production of the final database is not delayed further. Also, we are waiting for two institutions to send in their Aggregate Leaves Utilization information (Part II). The deadline for **OLA** and **ECIAD** was August 31, 2004. This part of the HRDB can be easily completed online, with the survey located at [www.psea.bc.ca/survey](http://www.psea.bc.ca/survey). Please contact [Ross Fleming](#) or [Marcus Lee](#) for the survey password.

Provided that the above institutions submit their verifications and remaining data soon, we anticipate that the HRDB v7 CD will be sent out by the end of the month.

### HRDBv8 2004-2005

The **HRDB v8 Data Collection Manual** is expected to be distributed within the next two weeks. The deadline for this years submission is **Wednesday, August 31st**.

## People Update

**Jim Kassen**, President of **Northern Lights College** retired from the college on April 29, 2005. Jim Kassen has had a long and distinguished career in post secondary education in British Columbia and Alberta and has served in the position of President of Northern Lights College for 25 years, the longest term of any College president in British Columbia.

We thank Jim for his valuable contributions to the PSEA sector and wish him the best in his future endeavours. **John Birnie**, Vice-President, Instructional Division, has been appointed as Acting President.

**John Dafeo**, Director, Human Resources at **NWCC**, will be leaving the college for another employment opportunity. We thank John for his valuable contributions to the MID Faculty Bargaining Team and to the Employers' Bargaining Conference. We wish John all the best.

## Member Institution Update

### UCC Officially Becomes Thompson Rivers University (TRU)

On March 19, 2004, the Premier announced that the University College of the Cariboo (UCC) will become a special-purpose university in 2005. UCC officially became [Thompson Rivers University](#) (TRU) on March 31, 2005. Under Section 6(4) of the Public Sector Employers Act, TRU is now a member of the [University Public Sector Employers' Association](#) (UPSEA).

PSEA thanks the Human Resources and Senior Executive Group for their contributions to this sector and wishes them all success in UCC's new role as TRU.

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## PSEA Knowledgebase

### Interpretation Database

From January 2005 to May 2005, three BCIT students worked on the **Interpretation Database** as part of their BCIT Directed Studies Internship Project. The students worked closely with PSEA to format and upload interpretations of the **Faculty Common Agreement**. The database is expected to be launched this summer once all interpretations and other components of the database are finalized. We thank the students: **Annie Craig**, **Christina Bains**, and **Tammy Hewitt** for their contributions to this project and believe this database will be of valuable service to our members.

### New to the Knowledgebase:

Please note that 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:

### Research Centre/Clause Summaries

- Q#5-2005-P Faculty Chair or Dept/Division Head Stipends - Feb 28-05
- Union Representation on Selection Committee - May 4-05

### Research Centre/Queries

- Q#17-2004-P Delisted Paramedical Coverage - Nov 2004
- 2004 Queries Summary Table - Dec 31-04
- Q#1-2005-P Supervisory Positions in Bargaining Units
- Q#2-2005-P Union Bargaining Team Members Time Release - Feb 2005
- Q#3-2005-JD Health and/or Safety Position - Feb 2005
- Q#4-2005-P Faculty Reimbursements for Child Care Expenses - Feb 2005
- Q#6-2005-P Contracting Out Implications - March 2005
- Q#7-2005-P Faculty Sick Days - March 2005
- Q#8-2005-P Disability Assessment Services - April 2005

### Research Centre/Benefits

- Extended Health and Dental Coverage by Instructor Type - April 26-05
- Benefits Cost Sharing for Excluded Employees - May 3-05

### Research Centre/Compensation

- Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2003-2004 - April 4-05
- Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2002-2003 - March 1-04
- Consumer Price Index from 1995 to 2004 - Jan 31-05
- PSEC Email reminder of PSEC Guidelines on Excluded/Executive Severance Pay - March 11-05
- Historical Faculty Common Grids 1998-2004 - April 8-05

### Research Centre/HRDBv6

- Average Faculty Placement on Common Grid - March 9-05
- MID Members Faculty and Vocational FTEs by Primary Payscale Steps - Feb 16-05
- All Institution Faculty and Vocational FTEs by Primary Payscale Steps - Feb 16-05
- BCGEU Vocational and Support Staff - HRDB FTE, Headcount, and Compensation Data - Feb 7-05
- Position Title and Bargaining Unit Search for Program Planner/Coordinator Positions - HRDBv6 (02-03)

### Research Centre/Issues

- Labour & Employment Law NetLetter Issue 140 - Dec 22-04
- Labour & Employment Law NetLetter Issue 145 - Feb 9-05
- Harassment and Discrimination in the Workplace - Frame and Associates Consulting Online Training Program - April 28-05

### Research Centre/Pension

- Joint Pension Plan Review Committee Documents on Actuary's Report - 2002-2003

### Bargaining Centre/Status

- Bargaining Status for Support Staff and Faculty as of May 6-05
- MUC-CUPE Settlement Summary - Dec 19-04
- BCGEU Support Staff Settlement Announcement - March 24-05
- MID Settlement Announcement - March 24-05
- Capilano College - FPSE Faculty Settlement Announcement - April 15-05
- BCIT - BCGEU Vocational Settlement Announcement - May 3-05
- UNBC-Faculty Settlement Summary for Term July 1, 2004 to June 30, 2006
- SFU-APSA Settlement Summary for Term July 1, 2004 to June 30, 2006
- SFU Faculty Settlement Summary for Term July 1, 2004 to June 30, 2006
- CSSEA-CSSBA Settlement Summary for Term April 1, 2003 to March 31, 2006
- BCGEU Support Staff Strike Schedule - 2005
- BC Ambulance Service - CUPE Settlement Summary for Term April 1, 2005 to March 31, 2009
- ICBC - COPE Settlement Summary for Term July 1, 2003 to June 30, 2006
- UVic - PEA Settlement Summary for Term July 1, 2004 to June 30, 2006
- BCNU Framework Agreement Settlement Summary for term April 1, 2004 to March 31, 2006 - May 27-04
- BCPSEA - SD41 Burnaby Settlement and MoA for Term July 1/03 to June 30/06
- BCPSEA - SD33 Chilliwack Settlement Summary for Term July 1, 2003 to June 30, 2006
- BCPSEA - SD6 Rocky Mountain Settlement Summary and MoA for Term July 1, 2003 to June 30, 2006
- BCPSEA - SD20 Kootenay Columbia Settlement Summary and MoA for Term July 1, 2003 to June 30, 2006
- BCPSEA - SD63 Saanich Settlement Summary for Term July 1, 2003 to June 30, 2006
- BCPSEA - SD72 Campbell River Settlement Summary for Term July 1, 2003 to June 30, 2006
- BCPSEA - SD59 Peace River South Settlement Summary and MoA for term July 1, 2003 to June 30, 2006
- Crown Council Settlement Summary for Term Extension March 31, 2007

### Bargaining Centre/MID

- Report to Employers on 2004-05 MID Settlements - March 21-05 (Note: CEO/EBC Access Only)
- Employers' MID Status as of Feb 7-05
- Complete ER MID Proposal Package Feb 10-05
- Union Bargaining Bulletin - Tentative Agreement Reached March 18-05
- Application of Superior Benefits - Article 13.1 Faculty Co/Agt - March 23-05

### Research Centre/Accord

- Support Staff Accord Presentation - May 16-00
- Public Sector Accord and Strengthening Polytechnical Education in BC - May 16-00
- College Public Service Pension Accord - March 3-00
- Support Staff Accord - March 3-00

### Arbitrations

- Sexual Harassment Arbitration Award - Ontario Public Service Employees Union v Ontario - Aug 9-04
- VCC and VCCFA Legal Action re Term Length of English Language Department - Supreme Court Ruling - Jan 31-05
- BCPSEA Arbitration and Grievance Updates - April 1-05

Please note the **Advanced Search Engine** is available to assist you in finding documents in the Knowledgebase.

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## PSEA Website

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

### Bargaining News

- Malaspina-CUPE Support Staff Settlement Announcement - July 1, 2002 to June 30, 2005
- BCGEU Support Staff Settlements - July 1, 2002 to June 30, 2006
- MID Settlement Announcement - April 1, 2004 to March 31, 2007
- Capilano-FPSE Faculty Settlement Announcement - April 1, 2004 to March 31, 2007
- BCIT-BCGEU Vocational Settlement Announcement - April 1, 2004 to March 31, 2007

### Collective Agreements

- Selkirk College-PPWC Support Staff - January 1, 2004 to December 31, 2005
- BCIT-BCGEU Support Staff MoA - July 1, 2002 to June 30, 2006
- Douglas-BCGEU Support Staff MoA - July 1, 2002 to June 30, 2006
- Kwantlen-BCGEU Support Staff MoA - July 1, 2002 to June 30, 2006
- NLC-BCGEU Support Staff MoA - July 1, 2002 to June 30, 2006
- NWCC-BCGEU Support Staff MoA - July 1, 2002 to June 30, 2006
- OUC-BCGEU Support Staff MoA - July 1, 2002 to June 30, 2006
- MID-BCGEU Faculty MoA - April 1, 2004 to March 31, 2007
- MID-FPSE Faculty MoA - April 1, 2004 to March 31, 2007
- BCIT-BCGEU Vocational MoA - April 1, 2004 to March 31, 2007

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## Employment Opportunities

### Northwest Community College

#### **DIRECTOR OF HUMAN RESOURCES**

(Regular Full-Time Excluded Position - 05.055M)

Northwest Community College is seeking an experienced professional to fill this key administrator position. Excellent knowledge and understanding of purposes, functions, policies and practices of labour relations and personnel administration is required.

Working as a team member in a dynamic management environment, you possess strong interpersonal relations skills, are skillful in negotiation, mediation, and conflict resolution, and proficient in written, verbal, and cross-cultural communications. Reporting to the President, this position is responsible for delivering an innovative and pro-active human resource management program that supports the strategic and operational objectives of the College.

This position is well suited to a professional administrator ready to apply their skills and experience to new challenges in a supportive and progressive environment.

Please respond in confidence to:  
NWCC Human Resources,  
5331 McConnell Avenue,  
Terrace, BC V8G 4X2 or  
E-mail [soates@nwcc.bc.ca](mailto:soates@nwcc.bc.ca)

The competition will remain open until a suitable candidate is found. We would like to thank all applicants and regret that only those selected for an interview will be contacted.

For a complete job description please visit: [www.nwcc.bc.ca/postings/postings.htm](http://www.nwcc.bc.ca/postings/postings.htm)

