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From: psea
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PSEA

e-bulletin

Communications from the Post-Secondary Employers' Association

[PSEA Website](#)

October 18, 2004

Upcoming Meetings & Events

- October 19, 2004 - EBAC Meeting
- November 8, 2004 - Consortium Meeting
- December 1, 2004 - Executive Committee Meeting
- December 1, 2004 - Special General Meeting

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.

Over the summer, PSEA conducted two focus groups (August 6th and September 13th) to discuss the Third-Party Review recommendations and the PSEA service structure. The focus groups consisted of member institution Presidents and Human Resources VPs, Directors, and Managers.

Based on the report and these focus group discussions, 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 will be held on December 1, 2004, at which time members will be asked to vote on a special resolution to pass these bylaws.

A copy of the Third-Party Review report, presentation, and proposed bylaws can be found on the [PSEA Knowledgebase](#) **About PSEA/ Transition: Accreditation**

Questions or concerns regarding the report or the proposed bylaws to be 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).

UCFV joint faculty / support staff collective agreement expired on March 31, 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. **Okanagan University College** and its Faculty Association have reached

a tentative rollover agreement through August 31, 2005, at which time OUC will cease to exist. Ratification by OUCFA and by OUC and PSEA is pending.

MID Table

Nine of the sector's employers (for a total of 11 faculty and vocational unions) committed to bargaining in a two-tier mode. The MID provides for the bargaining of all compensation and all topics of the current Common Agreement at the MID table and for the bargaining of all other topics at the local second-tier tables. The MID parties signed the 2004 MID Protocol Agreement on May 27, 2004.

The parties met June 8-10, 2004, when they exchanged proposals. Of the 19 union proposals that were beyond the MID scope, the employers agreed to **bargain #1(a) Personal and Psychological Harassment and #10 Academic Freedom** at the MID table rather than at local bargaining. All employer and union proposals have been uploaded in the **Bargaining Centre** of the [PSEA Knowledgebase](#) under "**Bargaining Proposals**"

The employers MID team met on September 27th and 29th to review the employer and union bargaining proposals in detail. Research for faculty bargaining will be uploaded to the [Knowledgebase](#) in the next week.

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

MID bargaining is recommencing from **October 18th to November 19th** at the Empire Landmark Hotel. Please note that John Waters and Ritu Rikhi will be engaged in bargaining during this time. They will both be checking messages regularly but will be giving priority to matters concerning the common table bargaining and will be referring a number of other matters to the PSEA office for action. If your issue is urgent, please contact Gae Sellstedt or Shubhneet Ark at PSEA. John and Ritu will send reports of MID table progress to the Employers' Bargaining Conference regularly.

Local or 2nd tier bargaining for all other institutions has not commenced. Several institutions have received notice to bargain or to meet for protocol discussions.

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 have reached a tentative agreement, which is pending ratification.

BCIT/BCGEU and Douglas/BCGEU are at impasse. A strike vote (71% in favour) has occurred at Douglas, and a strike vote is scheduled for the week of October 25th at BCIT. Kwantlen University College anticipates impasse with its BCGEU local. 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 (Camosun, COTR, CNC, Selkirk, NIC, and Malaspina)
- 11 mandates approved (BCIT, Capilano, Douglas, JI, Kwantlen, Langara, Malaspina, NLC, OLA, Okanagan, Cariboo)
- 2 mandate requests still to come (Emily Carr and Northwest)

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 yet formally agreed to the document but is expected to do so shortly. 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

HRDBv6 2002-2003

The HRDBv6 CDs were distributed to all stakeholders at the end of September 2004. We thank all institutions for their efforts to make this project a success.

HRDBv7 2003-2004

We are still awaiting for three institutions to submit their data - **College of the Rockies**, **Capilano College**, and **Douglas College**. Ross Fleming and Marcus Lee will be in contact with these institutions regarding their data collection.

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

People Update

The following are announcements from **Northern Lights College**:

Kate O'Neil, chair of the Board of Governors of Northern Lights College, last week announced the retirement of **Northern Lights College** President **Jim Kassen**, effective April 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.

Catherine A. McDonald, MBA, CHRP has been appointed as the new Director of Human Resources for **Northern Lights College**. Catherine has an extensive background as a consultant and practitioner in human resource management, with particular experience in organizational development, compensation management and labour relations in both the private and public sectors, most recently with the Yukon Territorial Government in Whitehorse, Yukon. While Catherine has been a part-time faculty member, and co-op education administrator in BC Post Secondary institutions this is her introduction to executive management in our sector. Catherine will be the Northern Lights College representative to PSEA committees for Employer Bargaining and Multi-Institutional Discussions (the latter with observer status).

The following is an announcement from the **College of New Caledonia**:

Ralph Troschke has been hired as the new President of the **College of New Caledonia**. Ralph has earned his BBA (Co-op Option) and MBA (Wilfred Laurier University, Waterloo Ontario). He began his career in post-secondary education in the university sector as a lecturer and then a career in education as a Business Instructor & Recruitment Officer for the Toronto School of Business. Ralph was the Head of Business Studies & Communication Technology at the Higher Colleges of Technology, Abu Dhabi Menss College, United Arab Emirates. He assumed the role of Chair of Business & Computing at Keyano College, Alberta, and was the VP Student & College Services at Portage College, Alberta. He held various positions with Northwest Community College (Houston, BC) including Assistant Director, Eastern Region. Ralph was Chair of the Senior Business Officers Committee in Alberta, Co-Chair of ACCC VPs Network and President-elect of the Rotary Club of Lac La Biche.

Ralph was also honoured in 1986 for his curriculum development efforts by receiving an award for the best new Business Case in Canada for his collaborative work with Prof. Marte Baetz of Wilfrid Laurier University in their production of 'Canadian Tire Stores'. He was also awarded the honor of most 'Outstanding Faculty Member' as chosen by Keyano College students in 1999.

On the personal-side Ralph is married to wife Angela and has 3 children, 2-girls and 1-boy. He is an Ironman triathlete & marathon runner and in the past has been a Track & Field Coach.

Knowledgebase

Revamp

Additional components have been added to the Knowledgebase since June 2004. The PSEA frequently asked questions (**FAQ**) component is now complete.

The **Mercer Connect Site** links you to Mercer Human Resource Consulting's database for the PSEA sector. The database includes benefits coverage plans for all Consortium members and frequently asked questions of the Faculty Disability Plan.

The **Search Engine** to obtain advanced results will be launched in the next several days.

New to the Knowledgebase:

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

Research Centre/Benefits

- Matrix of Consortium and Faculty Common Disability Plan Members - As of July 5-04
- Maritime Life Employee Classes by Institution - June 21-04
- Drug and Disability Utilization Report - Mercer - May 7, 2004
- Benefits Weekly - Benefits Consultants by Anna Sharratt - August 2004

Research Centre/Compensation

- Salaries and Salary Scale of Full-Time Teaching Staff at Canadian Universities, 2003-2004 - July 16-04
- Faculty Total Compensation Survey, August 5, 2004

Research Centre/Reports

- Mandatory Retirement - Critical Issues for Consideration in Elimination on or Relaxation of Mandatory Retirement Provisions - Sept 30-04

Research Centre/Queries-Policies

- Query #10-P-2004 Term/ Sessional Rates for Faculty
- Query #11-P-2004 SEB Calculation if Employee Ineligible for EI
- Query #13-2004-P Vacation and Professional Development Accrual During Sick Leave - July 2004

Research Centre/Queries-JD

- Q#12-2004-JD Institutional Researcher - July 2004

Arbitrations

- Academic Freedom - UBC-UBCFA - Arbitration Award, J.E.Dorsey
- Committee Membership - BCPSEA and BCTF - Donald Munroe Arbitration Award - May 17-04
- Medical Certificates - BCPSEA and BCTF Arbitration Award Colin Taylor - June 2004

Bargaining Centre

- UCFV-UCFV Faculty and Staff Associations Settlement - Ratification and MoA for Term April 1, 2004 to March 31, 2007
- UCFV-UCFV Faculty and Staff Associations Settlement Announcement - July 7-04
- BCPSEA Support Staff Bulletin - Settlement Reached in Vancouver School District No.39 and CUPE Local 407- July 12-04
- Selkirk and PPWC Support Staff Settlement Announcement - July 20-04
- NIC and CUPE Support Staff Settlement Announcement - July 27-04
- Status of Support Staff Common Agreement Language Resolution and Agreement with Emails to EBC - July 30-04
- BCPSEA Bulletin - No.35 - Sept 22-04
- WCB-CEU Settlement Summary for term April 1, 2004 to March 31, 2007

- NIC - CUPE Settlement Summary for term July 1, 2002 to June 30, 2005
 - CNC - PPWC Settlement Summary for term June 1, 2003 to May 31, 2005
 - Selkirk - PPWC Settlement Summary for term Jan 1, 2004 to Dec 31, 2005
 - UCFV - Faculty and Staff Association Settlement Summary for term April 1, 2004 to March 31, 2007
 - BCPSEA #58 - CUPE Settlement Summary for term July 1, 2003 to June 30, 2006
 - BCPSEA #74 - CUPE Settlement Summary for term July 1, 2003 to June 30, 2006
 - HEABC - Facilities Barg Assn Settlement Summary Term Extension March 31, 2006 - PSEC LRRS
 - Province of BC - BCMA Settlement Summary for term April 1, 2004 to March 31, 2007
 - BCPSEA Bulletin School District #33 - CUPE Settlement Summary and MoA for term July 1, 2003 to June 30, 2006
 - BCPSEA Bulletin No.35 Medical Certificates - Oct 8-04
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Website

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

Bargaining News

- UCFV - UCFV Faculty and Staff Association Settlement - July 7-04
- Selkirk College - PPWC Support Staff Settlement - July 20-04
- NIC - CUPE Support Staff Settlement - July 27-04

Pension Corporation

- Purchases of Services and Contribution Rate Changes - July 13-04

Government News

- UCC Name Change - Thompson Rivers University - Sept 22-04
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Employment Opportunities

Northern Lights College

PRESIDENT

The Board of Governors of Northern Lights College is inviting nominations and applications for the position of President to replace the retiring incumbent. The college serves the northern one-third of British Columbia through a network of eight campuses and learning centres. It employs about 250 regular employees and approximately 400 part-time people. The total annual budget exceeds \$30 million and the college is in financially sound condition. It enrolls between 10,000 to 12,000 people in one or more courses each year. A full range of programs is offered including academic, workforce, continuing education, technical, international, developmental, apprenticeship and other vocational certificates, diplomas and associate degrees. The Dawson Creek Campus also operates an Aerospace Centre of Excellence and the Fort St. John Campus is home to an Oil and Gas Centre of Excellence. This dynamic institution also enjoys numerous partnership programs with business and industry plus other colleges, institutes, universities, and school districts. Northern British Columbia is enjoying a booming economy particularly in the resource sector. The college is alive to the challenge of preparing the workforce necessary to the many arising opportunities. It is poised for growth in partnership with northern development.

The successful candidate will demonstrate a strong sense of purpose and commitment to the further development of a comprehensive community college. S/he will hold a graduate degree and be a seasoned educator with comprehensive management experience. S/he will have demonstrated excellent leadership skills with a wide diversity of people in a complex environment, and the ability to operate in a fiscally responsible manner. S/he will also have a working knowledge of the full range of programs offered in community colleges.

A competitive benefit package is offered. This competition will remain open until a suitable candidate is found.

Competition No.: 04:127

Resume and letter of application, quoting the competition number, must include names and

telephone numbers of at least three current professional references. Please submit applications to:

Personnel Services
Northern Lights College
11401 8 Street
Dawson Creek BC V1G 4G2
Tel: (250) 784-7520 Fax: (250) 782-5233
Email: lway@nlc.bc.ca
www.nlc.bc.ca