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November 29, 1989

138 employees up, 34 down in college wage proposals

The college has recently completed its reclassification report for members of the Vancouver Municipal and Regional Employees Unions (VMREU), proposing that 34 employees receive decreases in pay, 138 be given increases and that 163 employees are already correctly graded.

Here's the background on the reclassification process, how the college arrived at its figures and what to expect should you decide to appeal the results:

The VMREU and VCC agreed in the 1988-90 contract negotiations that the college would undertake a review of pay grades assigned to all classifications. Although there has been language in the contract to accommodate reviews on an individual or group basis, this is the first time that all positions have been reviewed en masse.

In determining the accuracy, or inaccuracy, of the pay grades assigned to each job classification, the college asked each employee to complete a job questionnaire. In addition, the college did 150 face-to-face interviews with people who were representative of the general job category in which they worked. The employee's supervisor was asked to attest to the accuracy of the answers on the questionnaire.

The college established seven factors for evaluating each position. Under the

direction of Labour Relations Assistant Sharon McClure, the college then used a point system to rate each position within each factor. The positions of all employees were then assigned to classifications, grouping those which are substantially the same.

Next, on the basis of total points and a comparison of salary rates for comparable, benchmark positions within other institutes in the Lower Mainland, the classifications were assigned to pay grades. ("Other institutes", as defined by the collective agreement, are Lower Mainland colleges, institutes and school boards, including those in the Fraser Valley. UBC and SFU are not included).

The factors are,

1. Knowledge, with the subsets of education and experience. In this criterion, employees received anywhere from one to 50 points. For example, an employee would need a B.A. degree and extensive experience to receive 50 points.

2. Work complexity, with the subsets of problem solving and initiative. Again, the point spread was from one to 50.

3. Physical requirements, with the subsets of manual skill and physical effort. Abilities at key-boarding would be an example of manual skill; moving and lifting heavy items would draw

points for physical effort. Points ranged from zero to 13.

4. Contact with others, both internal and external. Zero for negligible, up to 15 for substantial.

5. Impact of decisions, with the subsets of magnitude and risk of errors. Financial implications were paramount here; a key-boarding typographical error that is likely to get caught by a superior has much less impact than a computer set-up mistake that affects payroll. Zero to 23.

6. Supervision, with the subsets of responsibility for the work of others and/or the safety of others. Zero to 28, with the top mark going to someone who has responsibility for the supervision and safety of a group of people.

7. Work environment. Regular exposure to disagreeable factors such as a laboratory setting would dictate more points than a clerical or office setting. Zero to seven.

The college has rewritten all job classifications in accordance with this process and submitted them to the VMREU--along with the specific reclassification (factor) data for each employee.

It is to be noted that these documents are proposals only and may, through the VMREU, be appealed by any employee.

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There are up to three steps in the appeal process. The first step involves a review of the dispute between the VMREU and the VCC Employee Relations Department; the second step calls for a review of the disputed proposal specifically by Employee Relations Director Dale Jones and VMREU Business Manager Ray Haynes. If resolution is not reached at the second stage, the issue is referred to binding arbitration through arbitrator Dalton Larson.

Jones estimates that disputes requiring arbitration will be settled within six months. Wage increases are retroactive to April 1, 1989. If a decrease is found to be in order, the employee's wages will be frozen until the regular, negotiated increases catch up to the employee's current level.

Each VMREU member is asked by the union to respond to the union in writing regarding his or her proposal by December 15. VMREU representative Jim Gorman said the union "has not agreed with this (VCC's) rating system."

"We will be having further discussions with VCC concerning this," said Gorman.

Want to keep up on all of the activities across VCC?

Although you regularly get the newsletter from your own campus, the newsletters from the other two campuses are now available at your mailroom.

The three campus-based papers are Langara's By the Way, KEC Times and VVI Insider.

Betty Nobel appointed ABE Division Chair

Paul Gallagher, President, and Lawrence Fast, Principal King Edward Campus, are pleased to announce the appointment of Elizabeth (Betty) Nobel to the position of Division Chair for the Adult Basic Education Division at King Edward Campus. Nobel has been acting in this position.

Since 1981, Nobel has been an instructor in and coordinator of the College's programs for Visually-Impaired Adults. From 1975 to 1980, she was an instructor of French with Continuing Education.

Nobel holds a B.A. (French), Diploma in Adult Education, and BC Teaching Certificate all from UBC.

She is past president of the BC Vision Teachers Association and of the Association of Educators and Rehabilitators for the Blind and Visually-Impaired. She is currently on the Board of Directors of the CNIB (B.C. Yukon Division).



Dr. Bert Wales--the "father of VCC"--addressed KEC Awards Day ceremonies last Thursday, capping a busy week of celebration at the campus.

Dr. Wales was introduced by Associate Dean of Student Services Gerry Sylvester as VCC's first principal and the "man who almost single-handedly built VCC".

Dr. Wales said that establishment of VCC was a struggle with all three levels of government and urged graduating students to provide support for the college throughout their adulthood.

"You younger people and we older ones must keep up our determination to make education a lifelong process," he said.

He urged the students to "never lose the twinkle in your eye" over education.

During KEC Days on Wednesday, folksinger David Campbell provided a musical interlude, while ESL Department Head Pat Kennedy (right) and Barbara Gray-Richards discussed the ESL Action Plan.

