

Bergthorson, Sheena PSEC:EX

From: Dawson, Ken PSEC:EX
Sent: Tuesday, March 10, 2015 8:10 PM
To: 'Ross Fleming'; Bhatnagar, Pratibha PSEC:EX
Cc: Kevin Commerford
Subject: RE: Request For Reclassification: VCC

Hi Ross,
This reclassification for VCC is approved. A well laid out case!

Thanks,
Ken

Ken Dawson | Director, Labour Relations
Public Sector Employers' Council Secretariat
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Thank you.

From: Ross Fleming [<mailto:ross@psea.bc.ca>]
Sent: Thursday, March 5, 2015 2:00 PM
To: Bhatnagar, Pratibha PSEC:EX
Cc: Dawson, Ken PSEC:EX; Kevin Commerford
Subject: Request For Reclassification: VCC
Importance: High

Hi Pratibha,

I've fallen a bit behind on non-bargaining stuff, so apologies that I didn't get this to you sooner. This one came in last month after we asked for a few revisions.

VCC would like to reclassify its Associate Director, Financial Reporting to Director, Corporate Services. This would involve a move from payband 7 (75,342-98,620) to payband 8 (89,938-113,237).

PSEA supports this reclassification as we believe that VCC has demonstrated via their application that this new role takes on a fulsome suite of new responsibilities that are suitable to the elevation of the position and also plays a pivotal role that benefits the institution in terms of efficiency of operations and revenue generation.

Furthermore, this increase in pay for this position is also going to be coupled with the downgrading of a current managerial position and also indirectly contribute to the elimination of a Dean's position.

I've attached VCC's request form as well as their current and revised job descriptions.

Please review the attached and let me know ASAP if you have any questions or concerns.

Cheers,

Ross

PS: The proposed new paygrade is two grades removed from VCC's executive level.



Ross Fleming | Labour Relations Analyst
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