Douglas College

August 28, 2006

EMPLOYEE RELATIONS

Associate Vice President, Employee Relations

Marian Exmann

Collective Bargaining
Collective Agreement Administration
Collective Agreement Interpretation
Grievances
Employment Legislation
Legal Issues (Employment)
Excluded and Executive Compensation
Excluded Working Conditions

Administrative Assistant to Associate VP

Tania Dong

Manager, Generalist

Victoria Acheson

Compensation
Recruitment
Training and Development
New Employee Orientation
Equity and Human Rights Issues
Job Development and Descriptions
Performance Management

Manager, Pensions and Benefits

Ross McKinnon

Pension Info and Advice
Retirement Planning
Benefits Claims Management
Disability Management
Benefits Costing and Marketing

Manager, Systems and Services

Kathy Potter

Banner HR
ER Policies/Procedures
Systems Training
Analytical and/Statistical Reporting
Freedom of Information
Research for grievances and bargaining
Employee Relations Web Site Administrator