Douglas College

October 15, 2004

EMPLOYEE RELATIONS

Associate Vice President, Employee Relations

Marian Exmann

Faculty Grievances
Faculty Bargaining
DCFA Collective Agreement Interpretation
Excluded Compensation
Excluded Working Conditions

Administrative Assistant to Associate VP

Marie Gonzales

Manager, Generalist

Victoria Acheson

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

Manager, Labour Relations

Hugh Finnamore

Grievances
Staff Bargaining
Employment Legislation
Collective Agreement Interpretation
Advice to administrators
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

(selection process underway)

Banner HR
ER Policies/Procedures
Systems Training
Analytical and/Statistical Reporting
Freedom of Information
Research for grievances and bargaining