

Bergthorson, Sheena PSEC:EX

From: Zacharuk, Christina PSEC:EX
Sent: Monday, June 8, 2015 1:21 PM
To: s.22
Cc: Anita Bleick (Anita@psea.bc.ca)
Subject: VCC info
Attachments: FW: Input requested: Relocation Allowance - Dr. Peter Nunoda; FW: Document - Jan 9, 2015; RE: Request For Reclassification: VCC

Hi Eugene,

Thanks for the discussion this AM. Attached is some correspondence for your info: there was discussion regarding the moving expenses and feedback on the portion above the negotiated \$40K receiptable limit. Staff also did have some discussion about the 90-day loan, albeit after it was negotiated. As the president is responsible for repaying the interest incurred by VCC, this is not considered compensatory. It is not uncommon to see these types of loans negotiated when an individual is relocating and incurs the cost of interest.

CUPE also seems to be raising the reclassification of the Associate Director, Financial Reporting to Director, Corporate Services. I am attaching the analysis and approval for your information – the business case supported a reclassification of this position.

I am also copying Anita Bleick, CEO of PSEA, for information.

Thanks and I am happy to discuss.

Christina

Christina Zacharuk | Interim President and CEO, Public Sector Employers' Council Secretariat | Ministry of Finance |
Cell: s.17 | Christina.Zacharuk@gov.bc.ca

Bergthorson, Sheena PSEC:EX

From: Bhatnagar, Pratibha PSEC:EX
Sent: Friday, April 24, 2015 4:21 PM
To: Linda Sanderson
Cc: Bhatnagar, Pratibha PSEC:EX
Subject: FW: Input requested: Relocation Allowance - Dr. Peter Nunoda
Attachments: Memo - Relocation Allowance Dr. Peter Nunoda - April 10, 2015.pdf

Hi Linda,

Thanks for the opportunity to review. The original agreed to relocation amount of \$40,000 is already generous in comparison to other similar agreements in the public sector, particularly given the within-province nature of this move. Given the potential for this to become public, it needs to be defensible. Accordingly, relocation expenses shall be limited to the negotiated terms. If you have any questions, please do not hesitate to contact me.

Regards.....Pratibha.

From: Linda Sanderson [<mailto:lsanderson@vcc.ca>]
Sent: Friday, April 10, 2015 10:18 AM
To: Bhatnagar, Pratibha PSEC:EX
Cc: Anita Bleick
Subject: Relocation Allowance - Dr. Peter Nunoda

Good Morning Pratibha,

I hope this finds you well. Enclosed is a request to review and modify the relocation allowance for our President, Dr. Peter Nunoda.

I am sending this brief to you and if there is another person in your office that handles this type of request I would appreciate if you would pass it along.

We have detailed back up information on the relocation costs and can provide this upon request. It is important to note that all of these costs are reasonable and allowable under the CRA rules.

Many thanks for your assistance with this file.

Linda Sanderson

Linda Sanderson
Executive Director
Human Resources
Vancouver Community College
T: 604.871.7000 ext 7005 | E: lsanderson@vcc.ca

Find out more at vcc.ca.





From: Julianne Lockhart
Sent: April-10-15 9:44 AM
To: Linda Sanderson
Subject: Relocation Allowance - Dr. Peter Nunoda

Hi Linda,

Attached in both formats should you have any changes.

Thanks!

Julianne Lockhart

Executive Assistant
Human Resources
Vancouver Community College
1155 East Broadway
Vancouver, BC
V5T 4V5
Tel: 604 871 7000, HR ext 7004
jlockhart@vcc.ca



From: Linda Sanderson
Sent: April-10-15 9:25 AM
To: Julianne Lockhart
Subject:

Here is the attachment

Linda Sanderson

Linda Sanderson
Executive Director
Human Resources
Vancouver Community College
T: 604.871.7000 ext 7005 | E: lsanderson@vcc.ca

Find out more at vcc.ca.



Memo

Date: April 10, 2015
To: Pratibha Bhatnagar, Labour Relations Research and Policy Analyst (PSEC)
From: Linda Sanderson, Executive Director, Human Resources
Subject: **RELOCATION EXPENSES FOR DR. PETER NUNODA**

Dear Pratibha:

On June 22, 2014 PSEC approved the offer of employment and employment contract for Dr. Peter Nunoda for the position of President, Vancouver Community College. Dr. Nunoda commenced employment in this position on August 18, 2014.

Dr. Nunoda's offer included a Relocation Allowance of \$40,000 which was meant to cover the costs of relocating his home ^{s.22} to the Lower Mainland of BC. At the time it was determined that \$40,000 would be a sufficient amount to cover costs that are allowable under the Canada Revenue Agency regulations. As per Dr. Nunoda's employment contract, this allowance required back up receipts and invoices for reimbursement. It was also agreed that should Dr. Nunoda voluntary leave his position with the college within 2 years, the relocation costs paid would be refunded on a pro-rata basis.

Now that Dr. Nunoda has completed his move and all allowable expenses are accounted for, the total is \$53,484. We have included a summary of the expenses in the attachment. Receipts are available for all of these expenses.

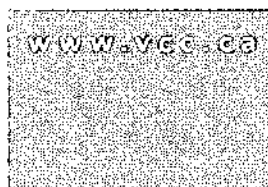
We are seeking approval to reimburse Dr. Nunoda an additional \$13,484 and amend his employment contract accordingly.

Sincerely,

A handwritten signature in cursive script that reads "Linda Sanderson".

Linda Sanderson
Executive Director, Human Resources

Attachment: 1



Brudenell campus
1155 East Broadway, Vancouver, B.C., Canada V5T 4V5 • Tel 604.871.7000
Downtown campus
250 West Pender Street, Vancouver, B.C., Canada V6B 1S9 • Tel 604.871.7000

RELOCATION EXPENSES – DR. PETER NUNODA

EXPENSE	AMOUNT
Movers costs for packing, transport and delivery of household goods and furniture	\$18,689.76
Early payout penalty on mortgage	\$2,539.13
Sales commission on home in s.22	\$7,308.00
Property purchase transfer tax on home in Lower Mainland	\$6,000.00
Legal Fees – sales and purchase	\$1,095.34
Gas for move	\$342.11
Accommodations and meals while on move from s.22 to Vancouver s.22	\$1289.76
Temporary accommodations – August 18/14 to January 29/15 (26 weeks)	\$13,619.87
Air travel and transfers from s.22 and Vancouver (house hunting trips allowable)	\$2,600.00
TOTAL	\$53,484.00



Bergthorson, Sheena PSEC:EX

From: Linda Sanderson <lsanderson@vcc.ca>
Sent: Wednesday, April 29, 2015 12:07 PM
To: Bhatnagar, Pratibha PSEC:EX
Subject: FW: Document - Jan 9, 2015
Attachments: Doc - Jan 9, 2015, 11-41 AM.pdf; ATT00001.txt

Hi Pratibha

Here is a copy of the promissory note signed by Peter

Linda Sanderson

Linda Sanderson
Executive Director
Human Resources
Vancouver Community College
T: 604.871.7000 ext 7005 | E: lsanderson@vcc.ca

Find out more at vcc.ca.

-----Original Message-----

From: Peter Nunoda
Sent: January-09-15 10:43 AM
To: Linda Sanderson
Subject: Document - Jan 9, 2015

As requested.
Thanks, Peter
Scanned with TurboScan.

Promissory Note

Borrower: Dr. Peter Nunoda of s.22 ("the undersigned").
Lender: Vancouver Community College of 1155 East Broadway, Vancouver, BC V5T 4V5 ("VCC").
Principal amount: \$84,000.

1. In consideration for the provision of a loan by VCC in the amount of eighty-four thousand dollars (\$84,000), the undersigned hereby promises to pay to the order of VCC the principal sum of eighty-four thousand dollars (\$84,000) together with simple interest calculated at a rate of 1.5% per annum accruing from the date of this agreement ("the repayment amount").
2. The undersigned hereby promises to pay the repayment amount on or before ninety (90) days from the date of this agreement.
3. All costs, expenses and expenditures, including the legal costs incurred by VCC to enforce this Promissory Note as a result of any default by the undersigned will be added to the principal amount owing by the undersigned and will be immediately payable when and if they are incurred.
4. This Promissory Note shall at all times and in all respects be governed and construed in accordance with the laws of the Province of British Columbia and the undersigned hereby submits to the jurisdiction of the courts of British Columbia for the purposes of any disputes arising under this agreement.

Dated this 9TH day of JANUARY, 2015.

Witnessed By:

RENÉ TREMBLAY

Name
s.22

DEAN OF TRADES

Occupation NLC.

R. Tremblay

Dr. Peter Nunoda

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
Suite 210 ~ 880 Douglas Street
Victoria, BC V8W 2B7
Mobile: s.17
Office: 250.387.0842
Email: Ken.Dawson@gov.bc.ca

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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
POST-SECONDARY EMPLOYERS' ASSOCIATION

705 - 5945 Kathleen Avenue Burnaby BC V5H 4J7

T: 604 895 5085 | C: s.22 ross@psea.bc.ca

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