

Communications to University Community

As part of the 2011 round of bargaining, the United Steel Workers Local 4120 and the University agreed to review the current Job Evaluation Plan including the factors to develop a new Job Evaluation Process. As part of that agreement, the University and the USW Local 4120 agreed to form a Joint Job Evaluation Review Committee (JJERC) tasked with the extensive review of the current Job Evaluation System. To date, a number of representatives from both the University and the USW Local 4120 have been engaged in this review, having met on more than 30 occasions to review and revise the current Job Evaluation Guide, Manual and Job Fact Sheet to better support the description of work.

The outcome of the work of JJERC is a brand new customized Job Evaluation Rating Manual, an online Job Information Questionnaire (JIQ), formerly the Job Fact Sheet, and a revised Job Evaluation User Guide. The new system will replace the current system and subsequently modify the process of collecting job information. We expect the Job Information Questionnaire to be operational in late spring of 2015. The online JIQ will be more user friendly, and allow for increased transparency and greater efficiency. Training will be provided on using the new system. The JJERC believes that the changes address the challenges identified by both managers/supervisors and employees in achieving a Job Evaluation System that objectively determines the relative ranking of roles within the University.

The new Joint and Equal Job Evaluation Committee (JEJEC) will soon begin collecting information from incumbents and supervisors for review, starting with positions that are currently in the queue, prioritized by submission date.

The results of the evaluations will be held until such time as the JEJEC has reviewed a representative sample of jobs from across the bargaining unit so the Job Evaluation System can be finalized. This is a crucial step in the process to allow for a benchmarking ranking of representative jobs in all bands, which will be used going forward.

In the interim, any existing positions that have been submitted to Human Resources will continue to be held in abeyance until such time as the new committee reconvenes.

The JJERC would like to thank all staff and supervisors for the continued patience you have demonstrated during this review. We will keep you apprised of progress and developments.

Please feel free to contact Susan Pollock at extension 56700 or Wendy Morley, USW at 519-766-4120 should you require any additional information or have any questions.

Sincerely,

Joint Job Evaluation Review Committee:

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Susan Pollock, Staff Relations
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