

# JOB EVALUATION NEWS



ISSUE  
**21**

The newsletter of the CUPE-SEIU-SGEU-SAHO  
Joint Job Evaluation Maintenance Committee

April 2009

## Progress to Date – as of March 31, 2009

- ◆ The JJEMC is continuing to review 2005 files in chronological order (also reviewing like files at the same time).
- ◆ The JJEMC first met on May 24 to 26, 2006 and have had a total of 30 meetings.
- ◆ The JJEMC has received and closed the following files:
  - 2004 – received 84 files and closed 73 files
    - 2004 files comprise requests that missed the deadline for Reconsideration.
  - 2005 – received 276 files and closed 185 files
  - 2006 – received 103 files and closed 45 files
  - 2007 – received 67 files and closed 18 files
  - 2008 – received 47 files and closed 3 files
  - 2009 – received 16 files and closed 0 files

	<u>Progress as of Mar 31/07</u>	<u>Progress as of Mar 31/09</u>
<b>Total number of files:</b>	486	593
<b>Total number closed:</b>	120	324
<b>Total number pending:</b>	366	269

- ◆ A number of pending files have been reviewed and are waiting for additional information.
- ◆ There have been 70 new jobs requested. Twenty-one have been deleted either through employer withdrawal or a job has been found within our current Provincial Job Descriptions. Twenty-seven new jobs have been forwarded to the Committee of the Parties for approval. Nine new jobs have been approved by COPs. Five of these new jobs have been rated by the JJEMC.

## New Jobs Rated by JJEMC

The following new jobs have been rated by the JJEMC. The Provincial Job Description, Provincial Job Fact Sheet and Provincial Rating Rationale for each job have been placed on the PG JE website.

- ◆ Job #401 – Research Officer
- ◆ Job #404 – Combined Laboratory & X-Ray Technician Working Supervisor
- ◆ Job #408 – Medical diagnostic Technician
- ◆ Job #414 – Community Program Builder
- ◆ Job #419 – Supervisor of Health Information & Administrative Services

## Future JJEMC Meeting Dates

Meeting dates have been scheduled to December, 2009 (excluding July and August).

**MAINTENANCE COMMITTEE (JJEMC)**

## Mediation

A Mediation process (APPENDIX A Mediation Stage, signed Apr 3/07) has been established by the COPs to be used when the JJEMC cannot reach consensus on any matter, as set out in Part VII – Dispute Resolution in the Letter of Understanding between CUPE, SEIU, SGEU and SAHO re: Joint Job Evaluation Maintenance Plan.

To date, the JJEMC has not been able to reach consensus on a small number of Maintenance files. These are being forwarded to the Mediation process.

## Three-Party Discussion

As set out in Part V – Initiating the Review of a New Job and Part VI – Initiating the Review of a Changed Job (Reclassification) in the Letter of Understanding between CUPE, SEIU, SGEU and SAHO re: Joint Job Evaluation Maintenance Plan, three-party discussions continue to take place between Human Resources Departments, Local Unions and the Job Evaluation Assistant.

Where three-party discussions have taken place, Maintenance files are dealt with in a more expeditious manner.

**Part V – Initiating the Review of a New Job:** NOTE: *The posting of a new position will not be delayed by a JJEMC review. The Human Resources Department and the Local Union with the assistance of the JJEMC Assistant will establish an interim wage rate in order that the new job may be posted immediately.*

**Part VI – Initiating the Review of a Changed Job (Reclassification):** 47. *If the Human Resources Department, the Local Union and the Assistant agree that an existing job description and job rating are appropriate, the job will be reclassified immediately and the employee and the supervisor notified. The material will be forwarded to the JJEMC for review.*

## JJEMC’s Meeting Structure

The JJEMC’s meetings are structured as follows:

- ◆ Handouts
- ◆ Discussion items
- ◆ Jobs that can be rated
- ◆ Job Fact Sheets that can be reviewed for approval
- ◆ New jobs
- ◆ New information received from already-seen files
- ◆ Files being forwarded to mediation
- ◆ Three-party discussion
- ◆ Chronological review

### **SEIUWEST members may call:**

1-800-772-9724 (ext.230)  
Or their Local Union Office.  
Moose Jaw 1-800-563-5900; 693-7922  
Saskatoon 1-800-772-9724 (ext. 230); or 652-1011 (ext. 286)  
Swift Current 1-888-999-7348; 773-2536

### **CUPE members may call:**

Regional Office 1-306-382-8262  
Local 3967 (757-7925)  
Local 4777 (922-0600)  
Local 4980 (783-1396)  
Local 5111 (445-6433)  
Local 5999 (842-1559)

### **SGEU members may call:**

Prince Albert 1-800-667-9355

### **[www.working-for-health.ca/ supportjobevaluation](http://www.working-for-health.ca/supportjobevaluation)**

Employees can find the newsletter on the following regions’ intranet, in the human resources section.

- ◆ Regina Qu’Appelle Health Region
- ◆ Saskatoon Health Region
- ◆ Sunrise Health Region