

## Memo

July 4, 2017

To: All CUPE Local 7 & 21 Employees

Re: Job Evaluation Partnership Update – CUPE Project

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The City of Regina, CUPE Local 21 and CUPE Local 7 will be working in partnership to develop and implement a new job evaluation program throughout 2017/2018.

Goals of the Job Evaluation Partnership include:

- Consistent and sustainable job evaluation systems, processes and tools
- Contemporary criteria for evaluating new and existing jobs
- Internal consistency and equity in pay
- Fair classification and pay program(s)

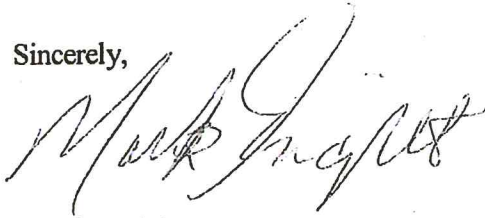
A Job Evaluation Partnership Steering Committee (JEPSC) has been established to provide direction and oversight to the project. The Committee is comprised of representatives from each participating group (CUPE Local 21, CUPE Local 7 and the Employer) to ensure all points of view are fairly represented throughout the process.

In 2017 the JEPSC will focus on redesign of job evaluation tool(s), collection of job information via interviews/focus groups and development of new job descriptions/profiles. This is a complex and challenging project that will take some time to work through but together we have made the necessary commitments to ensure success.


To ensure transparency of the Job Evaluation Partnership, updates will be provided on a regular basis. CityConnect (the City's intranet) will become the hub for job evaluation information and project communications, including updates and newsletters. Results of the project will be brought forward to CUPE Local 21 and CUPE Local 7 memberships for ratification prior to implementation. There will be opportunities for employees to get involved as the project continues, and we encourage you to participate as those opportunities arise.

If you have any questions about the Job Evaluation Partnership please don't hesitate to contact your Union Executive or email [jjecprogram@regina.ca](mailto:jjecprogram@regina.ca).

Sincerely,



Mark Enright  
President, CUPE Local 7



Tim Anderson  
President, CUPE Local 21



JP Cullen  
Executive Director, Organization & People

cc: ELT  
Directors  
Managers  
RCMMA Executive