

CUPE JOB EVALUATION PARTNERSHIP UPDATE

APRIL 2021



ABOUT THIS NEWSLETTER

- It's created jointly by the Job Evaluation Partnership Steering Committee (JEPSC)
- You can find an electronic copy here:

*CityConnect/Employees/
Career Opportunities &
Job Info/Job
Evaluation/Job
Evaluation Partnership
Project*

- If you have suggestions/ideas for future newsletters, let us know:
jjecprogram@regina.ca

ABOUT JOB EVALUATION

Job Evaluation (JE) is a process for determining the relative value of jobs within an organization using the same criteria, via a job evaluation tool.

JE comparisons are made based on an agreed to set of factors that measure skill, effort, responsibility and working conditions.

While JE provides a basis for setting rates of pay between jobs (using job ratings), collective bargaining remains the process for determining rates of pay (salary schedules).

JOB EVALUATION MOU & PARTNERSHIP STEERING COMMITTEE

The City of Regina, CUPE Local 21 and CUPE Local 7 signed a Memorandum of Understanding (MOU) on August 23, 2017. The document outlines a number of agreements about how the Job Evaluation Partnership Project will proceed. It includes items such as:

- **Communications** – Jointly developed by union and management representatives
- **Governance and Decision Making** – Committee structure, membership, role of committee(s), how decisions will be made
- **Job Evaluation (JE) Tool Design, Testing & Data Collection** – Guiding principles outline how the new JE tool(s) will be designed and tested, and how job information will be collected
- **Implementation** – Commitment to implement once the project has been completed, bargained and ratified

An MOU is an agreement between two or more parties that outlines the terms and details of an understanding, including each parties' requirements and responsibilities.

A Job Evaluation Partnership Steering Committee (JEPSC) has been established to oversee development of the job evaluation program and ensure all points of view are fairly represented throughout the process. The JEPSC is representative of all groups (Employer, CUPE Local 21 and CUPE Local 7) that are participating in the project:

WHAT HAS BEEN DONE

We started on this JE journey in 2016, with a joint Memorandum of Understanding (MOU) being signed in 2017. Since then, we have built a created new Job Descriptions, created a JE Rating Tool, established a JE Ratings Committee, and the committee has run most of the jobs through the Rating Tool.

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WHAT IS GOING ON WITH THE JE PROJECT?

We acknowledge that it seems stalled. After the Ratings Committee completed their initial reviews, there were a few questions that came up that we needed to answer before we could move forward. During this time, the Union, People & Organizational Culture and specific Management groups worked together to try and solve some specific job-related content, as well as provide vital information for the groups. This took longer than expected, as it was not as simple as we all had believed, with the addition of the Management Review and then COVID-19.

WHAT IS LEFT TO DO?

Whew – there is still quite a bit, but we have regrouped and have a plan! Things on that plan include:

- Review of new jobs created and remaining jobs from the “stall”
- Steering Committee review and approval of job evaluations
- Share the Results
- Appeal Process
- Formally Negotiate the Implementation
- Ratification
- Implementation

WHAT WILL MY ROLE IN THE PROJECT BE?

Once we share the results, which we expect will happen in Q4 of this year, everyone will have a chance to review their job specific results. During that time, we will also be holding information sessions to provide everyone with the understanding of what the ratings mean and options of appeal.

Once we have completed the appeals and negotiated implementation, the unions will hold ratification votes to determine if they accept the new job evaluation tool and results.

CUPE Local 21 <ul style="list-style-type: none">• Laird Williamson, Parks, Recreation & Cultural Services (Union President)• Assisted by Brad Dale, CUPE National Representative	CUPE Local 7 <ul style="list-style-type: none">• Richel Nixon, Planning & Development Services (Union President)• Stacey Bresselaar, Planning & Development Services (Union VP)• Assisted by Brad Dale, CUPE National Representative
Employer <ul style="list-style-type: none">• Laurie Shalley, Parks, Recreations and Cultural Services• Chris Warren, Roadways & Transportation• Maria Burns, People & Organizational Culture• Kelly Pihach, People & Organizational Culture• Jaret Volk, People & Organizational Culture	

Please contact anyone on the Job Evaluation Partnership Steering Committee if you have questions about the project.

“We are committed to a collaborative, joint process that will result in a consistent and sustainable job evaluation program.”

-Job Evaluation Partnership Steering Committee
