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Reevaluations in the New Joint Job Evaluation System (JJES)

Over five hundred requests for reconsideration have been received. These submissions vary from requests to reconsider one subfactor to requests to reconsider most of the subfactors. Given this number of reconsiderations and given the number of rating committees functioning each morning, the Joint Job Evaluation Steering Committee (JJESC) has estimated that it will take until the end of December to complete the evaluation of the reconsiderations.

Once the reconsideration ratings are complete, the Steering Committee will check them for consistency, and then release the results of the reconsiderations to the employees and their supervisors. The Steering Committee anticipates that the results of reconsideration will be mailed out early in the new year and implementation of the final results will happen as soon as possible after this. This timeline revision will not affect the retroactivity back to June 16th, 2005.

The Steering Committee was pleased to see over seven hundred employees and supervisors attend the eleven information sessions and one video conference held both on and off campus. Additional information sessions will be held when the results of this new Joint Job Evaluation System (JJES) are ready to be implemented to explain how the level rating scores on the Rating Notes will translate into points, how the points have been grouped into salary grades, and how individuals will be placed on the salary grid.

On completion of this work, the implementation phase will be considered to be complete. The current modified Hay system of job evaluation will no longer be used for positions in Unit 1 of the CAW Local 555 bargaining unit and will be replaced with the newly developed JJES. The responsibility will then be to maintain this new joint job evaluation system on an ongoing basis.

The first priority of the Job Rating Committee (JRC) is to complete the reconsideration of existing jobs and evaluation of positions that have never been rated using the new joint job evaluation system. The next priority will be the reevaluation of those jobs which have had permanent changes in duties subsequent to June 16th, 2005. For such jobs, the process for reevaluation involves the submission of a revised Job Content Questionnaire (JCQ) ensuring that the changed job responsibilities are clearly indicated with the additions and/or changes highlighted. A signature page will be required with the "*Submission of an existing job for reevaluation*" box checked and the "*Effective date (the date that these changes came into effect)*" filled in. The JJESC encourages reevaluations that occurred since June 16, 2005 to be submitted prior to the end of January 31st, 2007. For changes that have occurred more recently or are currently undergoing changes please send in the reevaluations as soon as the changes have been confirmed.

To access additional information or the Job Evaluation Plan, or download necessary forms or review

past bulletins and newsletters or the FAQs, visit the following web sites:

www.cawlocal555.ca/jjesc.html
www.workingatmcmaster.ca/jjesc/

Should you have any questions about this initiative, please e-mail jjesc@mcmaster.ca.

Sincerely,

The Joint Job Evaluation Steering Committee (JJESC)

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Glossary of Acronyms:

CAW-TCA	National Automobile, Aerospace, Transportation and General Workers Union of Canada, (CAW-Canada) - Syndicat national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada)
JCQ	Job Content Questionnaire
JJES	Joint Job Evaluation System
JJESC	Joint Job Evaluation Steering Committee
JRC	Job Rating Committee