

March 2007

Bulletin #26

Agreement on Joint Job Evaluation System Implementation and Retroactivity

The CAW Local 555 and the University are pleased to announce that they have reached agreement on the implementation of the Joint Job Evaluation System (JJES). This agreement is the culmination of over 3 years work to fulfill the parties' mutual desire for a JE System that is fair, equitable, transparent and understandable. The agreement provides that the new evaluation results will be effective from April 16, 2007 and that retroactivity will be paid out on April 15, 2007.

Highlights of the Agreement

Retroactivity of Results

- ✓ In order to expeditiously disburse the value of the retroactivity that has been committed since June 16, 2005, the parties have agreed on a "Shares" methodology to deliver retroactivity to Employees currently holding positions that have increased in value through the application of the JJES system.
- ✓ Essentially, one Share will be paid out for each grade that a position has increased in value on the new system. The agreement also sets out circumstances in which pro-rata Shares will be paid.
- ✓ Employees and their Managers will be informed of the exact calculations as soon as they are complete and confirmed between the parties.
- ✓ Employees receiving these retroactive share payments will have the option of directing the entire payment to one RRSP account. Details on this option will be communicated to those affected as soon as details are finalized.

Deadline for Receipt of JCQs

- ✓ Job Content Questionnaires that are received **by April 15, 2007** and for which evaluation identifies that the position increases in value will qualify for retroactive Share payment.
- ✓ The agreement establishes a Reserve Fund of Shares so that these payments can be made after the April 15th payout.
- ✓ The results of evaluation of JCQs received after April 15, 2007 will only be effective from the date of receipt of the JCQ.
- ✓ Completed JCQs and any new/additional signature pages must be received by the Job Rating Committee (JRC) c/o Wentworth House, Room 118 by 4:30 pm on April 15, 2007.

Going Forward Implementation of Results

- ✓ Employees will be placed into the pay grade determined by the results of applying the JJES effective April 16, 2007; the effect of the changes will be received in the May 15, 2007 pay.
- ✓ Placement will be based on the procedures and principles of the collective agreement. Those positions that have increased in value follow the promotional rules while those positions that have decreased in value will be rate protected (i.e., no wage rate will decrease as a result of the implementation of the JJES).
- ✓ There will be no change in grid placement for those who remain in the same pay grade.

Further Communication

- ✓ Detailed information about the specific effect of implementation for each position will be communicated as soon as possible over the next few weeks to Employees and Managers. This information will include the disbursement of retroactivity through the Shares methodology.
- ✓ The JJESC will be holding a number of information sessions to explain implementation of the JJES. Dates and locations will be announced as soon as they have been set.

Additional Information

Please refer to either of the following websites:

www.workingatmcmaster.ca/jjesc/
www.cawlocal555.ca/jjesc2k6.html

- ✓ To review additional information regarding the new Joint Job Evaluation System for jobs in the CAW Bargaining Unit, or
- ✓ To obtain blank JCQ forms and signature pages
- ✓ To review the Job Evaluation Plan, past bulletins and newsletters.

Should you have any questions about the new JJES, contact the Joint Job Evaluation Steering Committee (JJESC) via email at jjesc@mcmaster.ca.

Sincerely,

The Joint Job Evaluation Steering Committee (JJESC)

Paula Brown-Hackett
Carmela Civitareale
Jim Garrett
Daina Green
Marvin Gunderman
Cindy McClung
Kathy Ouellette
Rosemary Viola
Nancy Vukelich