

EXECUTIVE REPORT – JOB EVALUATION COORDINATOR

January 25, 2021

Greetings,

Joint Advisory Job Evaluation Committee (JAJEC) consists of two employer representatives and two union representatives. While this committee is a joint committee, the employer owns the JAJEC tool as adopted and the job descriptions. There is some misunderstanding in our community about the function of the JAJEC committee and this has created confusion and at times, disappointment for members. JAJEC is not a guaranteed mechanism to address wages. The scoring tool has to be applied uniformly and fairly and cannot be altered to address 'promises' management makes when supporting members in engaging with the JAJEC process. It is important to remember that while a manager may support 'getting a raise'- your manager may not have a fulsome understanding of how the JAJEC tool works.

Your union does not always agree with the employer representatives and their scoring of job descriptions submitted to committee. We are always advocating and negotiating to the best of our collective ability. We know there are shortfalls in the JAJEC tool and process. Your JAJEC executive is committed to keeping the pressure on the employer to address these challenges. If you have any questions of concerns, please contact the union office or myself directly. We are committed to transparency in all areas of JAJEC.

Our next meeting is scheduled for **February 25** 2021.

The submissions we have received for the meetings since the last report are as follows:

*Committee meets every month excluding July and August and December.

September 16 2020 Meeting

Jobs Reviewed

Academic Advising Assistant	New Job
Athletic Events Officer	Updated job Description
Supervisor- Nursing	New Job
Instructional Assistant Athletic Events	Eliminated
Student Recreation Advisor	Eliminated

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October 21 2020 Meeting

Jobs Reviewed

Job Title	Request/Action
Instructional Assistant: Medical Radiography	Updated job Description
Coordinator Capital Projects	Updated job Description

November 18 2020 Meeting

Jobs Reviewed

Job Title	Request/Action
IT Security Analyst	New Job
Program Assistant IECC	New Job
Groundskeeper 1	Updated job Description

Ad hoc Meeting December 8 2020

Job Title	Request/Action
Supervisor-Print Services	Appeal
Coordinator-Retail Services (Previously Supervisor, Bookstore	Updated job Description

Toolroom Attendant 1	Reclassification Request
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January 20 2021 Meeting

Job Title	Request/Action
Education Technology Support Assistant	New
DE Web Analyst/DE Technical Support Analyst (Education Technology Specialist/Analyst	Updated job Description
IT Security Analyst	Appeal
Coordinator-Retail Services	Appeal

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Happy New Year,

As we welcome the New Year, JAJEC is welcoming continued growth as a committee. I wrote last time about the ongoing communications between the Employer and CUPE to negotiate and create a more accessible and streamlined method of data storage. This is it will allow more transparency in the information maintained by the committee. It will allow continuity and access too information as committee member roles change in the future. I will keep you updated as this process continues.

Please refer to latest job descriptions on Camosun intranet:

http://intranet.camosun.bc.ca/hr/careers_&_more/job-descriptions.php

JAJEC meeting dates are posted on the Camosun intranet for the benefit of all parties involved in this process. If you are considering filling out a position questionnaire, please make sure that the Committee receives the completed submission at least two to three weeks before a scheduled meeting. This allows JAJEC members to review the presented information before the discussion takes place in a meeting.

In Solidarity,

Milo Anstey, CUPE 2081 Job Evaluation Coordinator