

EXECUTIVE REPORT – JOB EVALUATION COORDINATOR

March 11, 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 **March 17** 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.

February 25 2021 Meeting

Jobs Reviewed

Education Technology Support Assistant	New Job- Cont. from Jan Meeting
DE Web Analyst/DE Technical Support Analyst	Updated job Description-Cont. from Jan meeting
Coordinator, Applied Research Projects	Updated job Description
Applied Research Technologist I	Updated job Description
Applied Research Technologist II	Updated job Description
Operations Assistant Camosun Innovates	Updated job Description

Camosun College Support Staff
and Student Society Employees
1931 Argyle Avenue
Victoria BC V8P 5J2

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February 25 2021 Meeting Continued

Jobs Reviewed

Job Title	Request/Action
Assistant to the Director Camosun Innovates	Updated job Description
Groundskeeper 1	Appeal
Lab Assistant, Nursing	Housekeeping

Please refer to latest job descriptions on Camosun intranet:

[http://intranet.camosun.bc.ca/hr/careers & more/job-descriptions.php](http://intranet.camosun.bc.ca/hr/careers%20%26%20more/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