CUPE2081
ON THE FRONT LINE

EXECUTIVE REPORT

EXECUTIVE REPORT – JOB EVALUATION COORDINATOR

March 16th 2022

Hello CUPE 2081!

Another 2 years has passed and what a couple of years it has been!

During COVID the JAJEC committee had breaks in our scheduled meetings due to lack of submissions and because everyone was adjusting to a new way of working. We did see more submissions with the return to campus and I image we may continue to see more submissions as things slowly return to a "somewhat normal workflow".
However, please remember: JAJEC cannot account for workload; as per Articles 24 and 25 and 28.

I continue to hear your frustration regarding job descriptions. Members see JAJEC as a mechanism for wage increases and this is problematic. I understand the complexity regarding job description reviews and at times, members do not believe the committee is evaluating positions in a fulsome manner. I know I am going to repeat myself when I remind the community: the foundation for JAJEC is to ensure duties/functions are correctly detailed in the job description. JAJEC is not the way to negotiate for wage increases. Wages are a topic for bargaining and not JAJEC Committee. 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.

Please remember, the College owns our job descriptions and JAJEC adheres to the structure outlined by the College. The scoring tool is applied uniformly and fairly and cannot be altered to incorporate management promises. JAJEC must remain fair, transparent and uniformly applied. CUPE's role is to ensure we have a mechanism to allow members to have their job descriptions fairly reviewed and to engage with a mechanism when there is a dispute.

Your union does not always agree with the employer representatives and their scoring of job descriptions. We are always advocating and negotiating to the best of our collective ability. We know there are shortfalls in the JAJEC tool and processes and remain committed to doing what we reasonably can to enact meaningful changes.

Camosun College Support Staff
and Student Society Employees
1931 Argyle Avenue
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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 and I am always happy to book meetings with members as needed.

I thank the community for your continued support and if re-elected, I look forward to another 2 year term in service of CUPE 2081.

Our next meeting is scheduled for **April 20**, 2022.
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.

January 2022 Meeting
Jobs Reviewed

Job Title	**Request/Action**
Digital Marketing Content Technologist	New Job
Accountant – Finance	Updating Job Description
Academic Advising Assistant	6 Month Review
Audiovisual Technologist	Updating Job Description

February 2022 Meeting
Jobs Reviewed

Job Title	**Request/Action**
Academic Advising Assistant	6 Month Review - Continued

March 2022 Meeting
Jobs Reviewed

Job Title	**Request/Action**
Academic Advising Assistant	6 Month Review - Continued

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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 page:
http://intranet.camosun.bc.ca/_hr_/careers_&_more/job-evaluation-support-staff.php

If you are considering filling out a position questionnaire, please make sure 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 | Job Evaluation Coordinator

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Camosun College campuses are located on the traditional unceeded territories of the Lkwungen and W̱SÁNEĆ peoples. We acknowledge their welcome and graciousness to those who seek knowledge here.