CUPE2081
ON THE FRONT LINE

EXECUTIVE REPORT

EXECUTIVE REPORT – JOB EVALUATION COORDINATOR

November 9, 2023

Greetings to the membership!

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 scheduled – **November 15**, 2023.
The submissions we have received for the meetings since the last report are as follows:
*Committee meets every month excluding July and August.

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and Student Society Employees
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March 2023 Meeting – Cancelled
April 2023 Meeting
Jobs Reviewed

Job Title	**Request/Action**
Bookstore Shipper/Receiver	On Hold
Instructional Assistant II ELD	On Hold
Copyright Advisor	Review/Point
Web Technologist	Review/Point
Senior Web Technologist	Review/Point
Indigenous Advisor	Review/Point
Research Ethics Board Coordinator	Six Month Review

May 2023 Meeting
Jobs Reviewed

Job Title	**Request/Action**
Bookstore Shipper/Receiver On Hold	On Hold
Instructional Assistant II ELD	On Hold
Copyright Advisor	Review/Point
Web Technologist	Review/Point
Senior Web Technologist	Review/Point
Indigenous Advisor	Review/Point
Events Coordinator	Review/Point
Toolroom Attendent II	Review/Point
House Keeping	
Lab Technologist II – Electronics	Review

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June/July 2023 Meeting
Jobs Reviewed

Job Title	**Request/Action**
Bookstore Shipper/Receiver	On Hold
Instructional Assistant II ELD	On Hold
Copyright Advisor	Review/Point
Events Coordinator	Review/Point
Accessible Learning Advisor Accommodated Exams	Review/Point
Accessible Learning Advisor CAL Services	Review/Point
Accessible Learning Invigilator	Review/Point
CADD Technician	Review/Point
Coordinator, Capital Projects	Review/Point
Student Employment Processes Officer	Review/Point

September 2023 Meeting
Jobs Reviewed

Job Title	**Request/Action**
Bookstore Shipper/Receiver	On Hold
Instructional Assistant II ELD	On Hold
Maintenance Technician I	Review/Point
Student Employment Processes Officer	Bring Forward
Instructional Assistant – Exercise Science	Housekeeping
Financial Coordinator	Housekeeping

October 2022 Meeting
Jobs Reviewed

Job Title	**Request/Action**
Bookstore Shipper/Receiver	On Hold
Instructional Assistant II ELD	On Hold
International Student Experience Advisor I	Review/Point
International Student Experience Advisor II	
Applied Research Technologist I	
Applied Research Technologist II	
Student Employment Processes Officer	Review/Point

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November 2023 Meeting
Jobs Reviewed

Job Title	**Request/Action**
Bookstore Shipper/Receiver	On Hold
Student Support Coordinator	Withdrawn
Instructional Assistant II ELD	Review/Point
Toolroom Attendent II	Review/Point
Appeals	
Space Planner	Review
Coordinator, Capital Projects	Review

Current Six-Month Reviews Due

Job Title	**Due Back**
Coordinator, Human Resources Data & Administration	October 6, 2023

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

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