

CUPE 2950 Job Evaluation Committee

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Posted online at http://www.hr.ubc.ca/comp/job_evaluation/2950cmtee.html

Most of the activity of the Job Evaluation Committee this month has been devoted to working on the new job evaluation system. We had to decide by Sept. 30 whether things were progressing or whether there needed to be an extension to reach an agreement about the new system. That was one of the provisions in the Memorandum of Agreement signed in the spring.

Both sides believe we do not need an extension because we both agree we would rather go forward than back and that we will be using a modification of the current point factor system – the main modification being that there will be a series of benchmarks to match jobs to, and the point-factor system will lie in the background for use in establishing new benchmarks or for disputes about which benchmark a job most closely resembles. Therefore, no request for an extension will be sought and we are still working towards implementation for April 2007.

There are still many, many details to be worked on and the Joint Job Evaluation Committee will continue to meet every second week until at least December.

We have agreed on the rough outline of the new factors that will be used and the degrees that will be used for each factor. The exciting thing is that we have developed a set of factors and degrees that we think reflects the work of the bargaining unit better.

We have begun to work on weighting for each factor and each degree but our main focus at the moment is on conducting a large series of focus groups. A focus group is a gathering of a small group of people willing to have their brains picked. We did a trial run of jobs in the library in August and we think it went very well.

We tried, using 8-10 support staff and managers, to get an understanding of the whole range of jobs within that family. It

was both informative and fun. In the next while, we will be contacting the medical support personnel to tell us what we need to know about that job family.

Following that, because it is a large and complex group, we will be contacting people currently designated as Clerks and Secretaries so that we can conduct 3 or 4 more meetings covering the range of work of those 2 families. Then we will go on to other families.

If you receive an email from the Union asking for your participation, please consider attending. We may not be able to include everyone, but we want to be sure that through support staff or management we have covered as many types of jobs as possible. It gives the members of the joint committee the opportunity to ask questions and to learn about different jobs at UBC without having everyone fill in complex questionnaires that we then have to try to interpret.

Through these focus groups, we hope to be able to gather enough information rapidly but fairly and to build a new job evaluation system.

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