

# What CUPE Members Need to Know About SAHO's Final Offer



## • Joint Job Evaluation

Expediting the evaluation of the Licensed Practical Nurse (LPN) classification changes:

SAHO and the employers are not giving LPNs anything that is not already their due. This is an increase that LPNs should have already received based on the increase of their education to diploma status in 2008. There are 7 maintenance files currently in the queue going back to 2005 (including LPN Working Supervisor and OR Tech/LPN). What SAHO has done is delay the process at the maintenance committee level in order to decrease the amount of retroactivity.

JJE overpayments forgiven in exchange for agreement to all the employers' JJE proposals, including the following:

### **SAHO wants control of the Joint Job Evaluation Maintenance Committee (JJEMC):**

- SAHO gets complete authority over outstanding maintenance files that haven't already "had some level of [the] JJEMC involvement". As of December 31, 2009 there were 254 open files. This could affect every one of them.
- SAHO wants to reduce the size of the committee saying that it will be more efficient. The unions have strong, committed members, reducing our numbers will reduce our effectiveness. It has been the employer that has difficulty maintaining committee membership and attendance at meetings; the lack of quorum has been primarily their fault.
- SAHO wants to expand the definition of a conflict of interest when dealing with specific classifications – this will make it more difficult for our committee members to speak to classifications, but will not have the same effect with the employer members (who are mainly HR reps).
- SAHO proposes to eliminate the current appeal process for decisions of the JJEMC. No appeal of a JJEMC request or an initial rating decision (currently members and employers have an additional 60 days to provide further information after the JJEMC advises of a decision) .
- SAHO proposes to delete the authority the Maintenance Committee to "monitor and make recommendations to the bargaining committee" and also proposes to give the JJEMC "sole responsibility for maintaining the job fact sheets, rating rationales and job descriptions and modifies and creates new JFS, RR and JD as required." This would remove the Committee of the Parties (your Union) from the process.
- SAHO proposes to remove the authority of the Maintenance Committee to "recommend changes to Job Evaluation factors and weights to the parties, as required".

**The unions have outstanding grievances with respect to retroactivity on a number of JJE files (e.g. the Pharmacy techs) and SAHO proposes that these grievances all go away.**