

QUICK FACTS

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PLEASE CIRCULATE

Update on Joint Job Evaluation discussions with SAHO

CUPE, SEIU and SGEU met with SAHO on January 16, 2004 in an effort to resolve the outstanding issues regarding Joint Job Evaluation. The parties remain apart on several issues. These issues will be decided in a dispute tribunal that will take place within the next few months. The major issues to be decided are:

Retroactivity

We still have a difference in interpretation of how the lump sum should have been paid. Employers paid the lump sum according to SAHO's interpretation, which falls well short of amounts we believe our members should have been paid.

Paid Hours

It is our position that time spent on unpaid leave such as parental leave, DIP or WCB should be used in the calculation of the lump sum retroactive payment.

Equivalencies

We want province-wide recognition of equivalencies for non-licensed incumbents. SAHO wants to limit equivalencies to the bargaining unit.

Clawback

SAHO is suggesting that wages could be clawed back if a job is rated lower in reconsideration. We disagree.

We are awaiting a response from SAHO regarding the pay rates for new hires and for vacant red-circled positions. We also raised concerns about how market supplement rates, rather than job rates, were used to determine eligibility for the lump sum payment.

SAHO will also be providing estimated dates for implementation of the new JJE wage schedule and the payment of additional retroactive pay once they have conferred with Payroll. These timelines will depend on SAHO Payroll's ability to change its system over to the new rates of pay.

No further meetings between the Unions and SAHO are planned. Once we have heard back from SAHO this week, we will be referring all remaining outstanding issues to the dispute tribunal. The goal of all the parties is to have these matters resolved prior to the start of collective agreement negotiations.

