



FRONT *lines*

SEFPO

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Members, managers will test new job evaluation system

200 OPSEU members to take part

For the last six months, a joint OPSEU/ employer committee has been working away on a new job evaluation system for OPSEU jobs in the OPS. The committee is now asking for help to test its draft plan.

Beginning today, a selection of OPSEU members and their managers will receive letters by e-mail asking them to take part in a two-part exercise. The first part will be a three-hour questionnaire, to be completed during working hours. The second part will be a three-hour focus-group discussion, also during working hours.

Participation is voluntary. The union is urging all OPSEU members to take part if invited.

“This is not a test of anyone’s job, and it will not affect how anyone’s job is rated in the final job evaluation system,” said John Watson, an OPSEU member on the joint committee. “This is a test of our draft system. We need to gather facts to plug into the system to see what works, what doesn’t work, and what needs to be fixed.

“It is in the interest of all OPSEU members to have the best classification system possible, and we can only create that if we have good information to work with.”

The focus groups will be held in seven cities

(one per OPSEU region), beginning in September. The cities are London, Hamilton, Peterborough, Kingston, Toronto, Sudbury, and Thunder Bay. The goal is to have 200 OPSEU members and their managers take part.

Both the questionnaire and the focus groups will be completed during work time.

About the Job Evaluation Project

The Job Evaluation Project grows out of Appendix 34 of the OPSEU collective agreement in the OPS, in which the union and the employer agreed to fix a hopelessly outdated job classification system.

The Job Evaluation Project will not create new pay rates. Pay rates will be negotiated during the next round of contract talks.

The current collective agreement expires at the end of December 2008.

No pay adjustments will happen before then unless required to maintain pay equity.

For a full explanation of the Job Evaluation Project, read the Question-and-Answer document at <http://www.opseu.org/ops/frontlines/frontlinesfeb142006attach.htm>.