

Arbitration Data Sheet - Support Staff Classification

College: Confederation

Incumbent: Irene Salo

Supervisor: L. Tapak

Current Payband: D

Payband Requested by Grievor: F

1. Concerning the attached Position Description Form:

- The parties agreed on the contents The Union disagrees with the contents and the specific details are attached.

2. The attached Written Submission is from: The Union The College

Factor	Management				Union				Arbitrator			
	Regular/ Recurring		Occasional		Regular/ Recurring		Occasional		Regular / Recurring		Occasional	
	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points
1A. Education	2	22			2	22						
1B. Education	1	3			1	3						
2. Experience	4	54			4	54						
3. Analysis and Problem Solving	1	14	2	9	2	46	3	9	2	46		
4. Planning/Coordinating	2	32			2	32	3	7	2	32		
5. Guiding/Advising Others	2	17	5	3	5	53			5	53		
6. Independence of Action	2	46			2	46	4	9	2	46		
7. Service Delivery	1	7	2	6	1	7	2	6				
8. Communication	2	46			3	78			2	46		
9. Physical Effort	2	26			2	26						
10. Audio/Visual Effort	2	35			2	35						
11. Working Environment	1	7			1	7						
Subtotals	(a) 309		(b) 18		(a) 409		(b) 31		(a) 377		(b) 6	
Total Points (a) + (b)	327				440				383			
Resulting Payband	D				F				E			

Signatures:



Mary Ellen Cummings

January 15, 2010

February 24, 2010

(Arbitrator's Signature)

(Date of Hearing)

(Date of Award)