

Arbitration Data Sheet - Support Staff Classification

College: Northern Incumbent: Jim Culverhouse Supervisor: Tony Senyuk

Current Payband: H Payband Requested by Grievor: J

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	4	48			4	48						
1B. Education	1	3			3	21			1	3		
2. Experience	5	69			6	86			5	69		
3. Analysis and Problem Solving	4	110			4	110			5	9		
4. Planning/Coordinating	2	32	3	7	3	56			2	32	3	7
5. Guiding/Advising Others	1	5	2	3	2	20			2	20		
6. Independence of Action	3	78			4	110			3	78		
7. Service Delivery	2	29	3	6	3	51			2	29	3	6
8. Communication	3	78			4	110			3	78		
9. Physical Effort	2	26			2	26						
10. Audio/Visual Effort	1B	20			1B	20						
11. Working Environment	1	7	2	9	1	7	2	9				
Subtotals	(a) 505		(b) 25		(a) 665		(b) 13		(a)		(b)	
Total Points (a) + (b)	530				683				542			
Resulting Payband	H				J				H			

Signatures:



(Arbitrator's Signature)

November 10, 2009

(Date of Hearing)

November 25, 2009

(Date of Award)