

CUPE 391 Classification Committee Annual Report 2017-18, May 6th, 2018

Another busy year for the Classification committee

The purpose of the Committee is To review and make recommendations on classification specifications of all unionized positions within the local.

Current members are: Anne Dodington (Chair), Renee Milaney, Inder Pannu, Taya Lawton, and Tanya Ferry and Aliza Nevarie (President CUPE 391)

Taya joined the committee in September 2017.

Our priorities for 2017-18 were to:

- to represent members in the Classification review / dispute process as per Clause 15.4 of the Collective Agreement.
- review new/revised Job descriptions and provide recommendations to the employer as per Schedule G of the Collective Agreement
- review new/revised positions and provide recommendations to the employer as per Schedule G of the Collective Agreement
- review new / updated job postings and provide recommendations to the employer on language in postings that may align a job with a different classification or violate the terms of the Collective Agreement.
- recommend new collective agreement language around Classifications and the review process.
- Uphold joint agreements with our employer on Classification timelines, communication and member notification within the Classification Review process.

Some of the positions/issues we have focused on this past year are:

In 2017 (see full report via email)

In 2018 (see full report via email)

- Due to the high volume of new positions, revised job descriptions, new postings and correspondence and meetings related to Class Review applications, the Chair of the committee (Anne) has been trying to take one union book off day per month. Classification work is difficult to assign to a group but all members are invited to provide input and recommendations on posting language and classification assignment and all correspondence is shared with the team. As the chair, I hope to arrange book off dates for individual team members in the upcoming year.
- We have had several meetings with our new HR director and will continue to advocate for Class reviews of longstanding VPL class specifications in the next year.

Thank you to Aliza Nevarie, who has presented several Classification issues to union management meetings and solves many issues without the need to move into the Classification dispute process which is time consuming and expensive for members.

As always, our goal is to ensure fair compensation for our members in the year ahead. We hope that better job evaluation language will be added to upcoming contracts with our employer.

Please communicate with us if you feel that you have experienced significant changes to your job that warrant a review of your position. Get familiar with guideline 520 on the HUB.

Submitted by Anne Dodington, Chair of the Cupe 391 Classification Committee.
CUPE 391 President Aliza Nevarie, Renee Milaney, Inder Pannu, Tanya Ferry, Taya Lawton