

Bargaining Bulletin No. 11

SAHO

Date: January 21, 2019

Location: Saskatoon

Subject: *Joint Job Evaluation (JJE) Maintenance Plan: Education Factor*

Greetings Sisters and Brothers,

The provider unions, SEIU-West, CUPE, and SGEU have concluded a letter of understanding (LOU) with SAHO and the employer regarding the education factor in the JJE plan.

The LOU sets out that, when there is information available about changes to the education required for a job classification; the unions, SAHO, and the employer, will jointly assess the changes. If the key work activities, duties, responsibilities and/or qualifications have not changed, the education factor rating for the JJE plan job classification will not change.

In order for there to be a change to the education factor rating for the JJE plan job classification, another factor rating, such as decision making, impact of action, sensory demand, etc. would have to change as well.

If the unions, SAHO, and the employer cannot agree on the education factor assessment, there will be an independent review of the education factor rating by third party adjudicator.

This new education factor review process will apply to all new job classifications created with the same educational requirement as existing classifications.

We encourage you to contact the MRC at 1-888-999-7348 ext. 2298 to ask any further questions. Please watch for updates on www.SEIUWEST.ca. You can also follow our Facebook (<https://www.facebook.com/seiuwest/>) and Twitter feeds (<https://twitter.com/PurpleWorksSEIU>).

In Solidarity,

Your SEIU-West SAHO Provincial Bargaining Committee:

CHR: Janice Platzke (SEIU-West Treasurer) • **FHHR:** Brenda Berry; Donna Gallant • **HHR:** Colleen Denniss • **SHR:** Judy Denniss; Rick Brown; Simone Corriveau; Kim Wyatt; Charlene Sarafin; • **Staff:** Bob Laurie (Dir. of Bargaining and Contract Enforcement); Russell Doell (Deputy Dir. of Bargaining and Contract Enforcement); Cam McConnell (Negotiations Officer) • **President:** Barbara Cape



If you have any questions or concerns about your workplace or your collective agreement, please call the Member Resource Centre (MRC) at 1-888-999-7348 ext. 2298. The MRC Officers are able to answer your questions and, if necessary, will forward your concerns to your workplace Union Representative.