



# Job Classification and Job Evaluation Committee Update

January 16, 2015

CSSEA and the CSSBA held a planning meeting of the Joint Job Evaluation Committee in early December.

## Purpose

Over the next 16 months, the committee will be collecting, reviewing and updating information relative to the Joint Job Evaluation Plan in preparation for the first scheduled distribution of the negotiated Comparability and Anomaly wage increases scheduled for April 1, 2016.

## What is the Joint Job Evaluation Plan (JJEP)?

The JJEP was originally developed by a joint committee and has been in place for a number of collective agreements. Its purpose is to determine the value of any given job in the community social services sector in relation to other jobs in the sector.

## Job Description Collection

In late November, CSSEA began collecting job descriptions for the entire bargaining unit from employer agencies. This information will be used by the committee in the New Year to make the necessary determinations for wage increases.

Employer agencies are to submit their job descriptions to CSSEA no later than February 15, 2015. The committee realizes the significance of this request and appreciates the cooperation of the employer agencies.

## Committee Members:

**BCGEU** - Mike Orders (Co-chair), Chris Mikulasik, Brent Camilleri

**HSA** - Sharon Geoghegan, Derek Wong

**CUPE** - Michael Lanier

**CSWU** - Shelley Moore

## CSSEA

Eric Peraro (Co-chair), Gentil Mateus, Vanessa Wong

Central Okanagan Child Development Association - Terri Nakayama

Developmental Disabilities Association of Vancouver-Richmond - Marsha Goldford

Penticton and District Community Resources Society - Tanya Behardien

posAbilities Association of British Columbia - Bouwe Wierdsma

Sea to Sky Community Services Society - Lois Wynne

South Peach Community Resources Society - Pam Beattie

The John Howard Society of the Lower Mainland of British Columbia - Tim Veresh

The Victoria Cool Aid Society - Melanie Clarke

West Coast Child Care Resource Centre - Christine Berg

## Next Steps

The committee will be meeting in early February to finalize the terms of reference and develop the preliminary work plan to have the work completed before April 1, 2016.

As we proceed, the committee will be publishing periodic updates for the employees and employers.

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