

## Bargaining Update – March 16, 2022

Dear YUSA Members,

Since our last update we have met with the employer at the bargaining table on March, 1st, 3rd, and 10th. Our next bargaining dates will be on March 31st, April 7th, 14th, 21st & 28th.

We have concluded presenting our initial non-monetary proposals to the employer and we have also put forward several monetary proposals.

We want to provide the membership with more information about the proposals that have been tabled and we will begin today with the employer's proposal this week regarding Article 14 - Job Evaluation.

### Job Evaluation

For over 30 years YUSA members and management have been equal partners in creating, maintaining, and participating in our joint job evaluation system.

However, the employer has put forward proposals that would remove YUSA raters from the joint job evaluation process and instead turn this into a unilateral employer process that only provides a limited window for you and your YUSA colleagues to appeal a decision that management has made.

Please see the table below highlighting the main differences between how your job evaluation works under the current collective agreement vs. under employer's proposed changes:

Current System	Employer Proposal
<b>You</b> can decide if a job evaluation is initiated for your position or not	<b>Management</b> decides whether or not your job will be re-evaluated
YUSA members on the job evaluation committee <b>jointly</b> rate your job together with management	Management would rate your job <b>unilaterally</b> , without input from YUSA members on the job evaluation committee
Rating your job <b>does not require any of your union dues to be spent</b> , as all YUSA job raters are provided with release time paid by the employer	Any input you have after submitting your statement of change form would <b>require your dues to be used to pay</b> for costly referees, lawyers, and arbitrators to adjudicate disputes
Your job is rated using a tool that was <b>jointly developed and maintained</b> by YUSA members and the employer	There would be <b>no obligation for the employer to continue to use the jointly developed tool</b> and they could make unilateral changes to the tool at any time

Current System	Employer Proposal
You can receive a retroactive payment going back up to <b>18 months</b> before the statement of significant change was <i>requested</i>	Normally, you would receive <b>no retroactive payment whatsoever</b> prior to the statement of significant change being <i>submitted</i> but in exceptional circumstances a retroactive payment can go back <b>no more than 3 months</b>
The decision on whether or not your job has had significant change is determined <b>jointly</b> by YUSA members and managers on the job evaluation committee	The decision on whether or not your job has had significant change is determined <b>unilaterally by management</b>
If it is determined that there has been significant change to your job, you are given <b>paid release time</b> so that you can fill out a questionnaire describing the changes to your job, and <b>you also get the last word</b> to respond to management's comments on the questionnaire	If it is determined that there has been significant change to your job, you will <b>not be given paid release time and you will not be given a questionnaire</b> and management will decide unilaterally whether or not your pay band will increase, decrease, or stay the same

In the last round of bargaining in 2017, management put forward a proposal to create a joint special committee composed of equal numbers of YUSA members and managers to review the job evaluation process, and to jointly hire a consultant who would advise the committee and help make recommendations on how the system could be improved. YUSA members voted to agree to this proposal and so a letter of understanding was incorporated into our current collective agreement. However, it was surprising that, in the three years since the agreement has been ratified, management has never followed up and has not worked with us to establish the special committee or hire the consultant as we had agreed.

The bargaining committee is calling on management to follow through on the commitment they made in the last round of bargaining to create a special joint committee and jointly hire a consultant to make recommendations to improve the job evaluation process.

The bargaining committee has expressed in no uncertain terms that we are not interested in any proposal that would reduce or eliminate the jointness and the ability of YUSA members like you to have a say in the job evaluation system.

In Solidarity,

Your YUSA Bargaining Committee