

LETTER OF UNDERSTANDING : ACTIVITIES OF WORKING GROUP ON JOB EVALUATION (WGJE)

Pursuant to the Letter of Understanding (LOU) signed by the Parties and incorporated into the Collective Agreement (July 1, 2011 to December 31, 2014), and renewed in the current round of collective bargaining, the Parties agreed to investigate, evaluate and make recommendations concerning a mutually acceptable gender neutral job evaluation system and methodology for bargaining unit positions that is compliant with the Ontario *Pay Equity Act*.

In accordance with the LOU, the Parties have established a joint Job Evaluation Committee (JEC). The Parties agree that the current membership or designated replacement will continue in their positions.

The Parties have also agreed to establish a Working Group on Job Evaluation (WGJE) to support the work of the JEC. The Parties agree that the current membership or designated replacement will continue in their positions.

On May 12, 2015 the JEC agreed on Appendix A (attached) which outlines a Chart of Activities for the work of the WGJE. In addition, attached to this Letter of Intention are Schedules B, C, & D which outline the major activities of the WGJE following completion of the activities in Schedule A.

The WGJE may amend the schedules, as necessary, from time to time throughout the process.

The University will operationalize the work outlined in these schedules and meet bi-monthly with the WGJE to provide updates to the WGJE and to ensure transparency of activities with the goal of joint agreement. Parties will maintain current data sharing processes.

Where agreement of the WGJE is contemplated, decisions will be made by consensus, where all members of the WGJE must agree that they can support the decision; if one or more committee members disagree, then further discussion will occur.

In the event that the WGJE cannot reach consensus, the Parties will refer the matter to their respective Job Evaluation Consultants for further assessment. The Job Evaluation Consultants will then recommend to respective parties options for a solution for their consideration.

Dated this 13th day of April 2016

QUEEN'S UNIVERSITY:

Per: _____



Heather Shields, Director and Counsel, Employee/Labour Relations

THE UNION:

Per: _____



Peggy McComb, USW Chief Spokesperson