



DOES THIS SEEM FAIR TO YOU???

In the university's last communication dated August 27, 2009, "The university's Final Offer includes significant improvements to the job evaluation process". What they failed to mention was that these improvements are FOR THE UNIVERSITY!!! **NOT** the Membership!

Those of you who were here prior to the JOINT Job Evaluation System may recall the Hay System where management and supervisors were the people who completed your Job Description - **NOT YOU! – THE PERSON ACTUALLY DOING THE JOB!**

The university wants to return to those days to control the amount you get in your paycheck by rating your jobs themselves. They complain that the current system is "cumbersome".

We have diligently defended your rights through this Joint Process so your paycheck reflects the worth of your job instead of what the university determines.

In the university's "Final Offer", they are attempting to take full control of the Job Evaluation **process** – not the **Plan**. If this "Final Offer" is agreed to, you will NOT be completing your job content questionnaire, there will be no back-dating of JCQ's prior to the date it is received by Human Resources and your involvement in the new proposed process will only occur should you wish to submit a reconsideration/appeal! The appeal will be heard solely by management and the only involvement that we, the Union will have, is the Arbitration process. Does this sound fair to you?

Don't believe that the supervisor will consult you regarding the tasks you perform.

VOTE "NO" & SEND THE UNIVERSITY BACK TO THE TABLE!