

Revision of CUPE Local 503 Inside/Outside Job Evaluation Plan

The City of Ottawa and CUPE Local 503 (Inside/Outside Group) have signed a Memorandum of Understanding to develop a revised Job Evaluation Plan.

The existing JE Plan needs to be updated in order to evaluate many of the new types of jobs that have been created in the City (e.g. Revenue, Bylaw, Provincial Offences, Paramedics, Building Services) and to better adapt to the technological and organizational changes that have occurred in the City. In addition, it requires revision to bring it into compliance with Ontario Pay Equity legislation.

Currently, there are 3 Job Evaluation manuals in use for CUPE Local 503 Inside/Outside. Manual 1 is used for Labour, Semi-Skilled, Skilled and Service jobs. Manual 2 is used for Administrative, Office/Clerical and Technical/Para-Professional jobs and the 2187 Manual is used for some Supervisory jobs. In total, there are 5,756 employees occupying approximately 535 different jobs in the Bargaining Unit that require re-rating under the revised Plan.

A Working Committee comprised of 3 Management and 3 Union representatives are working on drafting the revised Plan. The Plan design phase is the first step in this project. Subsequent steps will involve the updating of job descriptions, the rating of all jobs and negotiation of the implementation of the new Plan. Regular communications will be issued to keep you updated on the project's progress.

For more information, please contact the Union office at 230-2456.