Maintenance Manual

Between

Greater Victoria School District 61

And

The Canadian Union of Public Employees

and its

Local 947

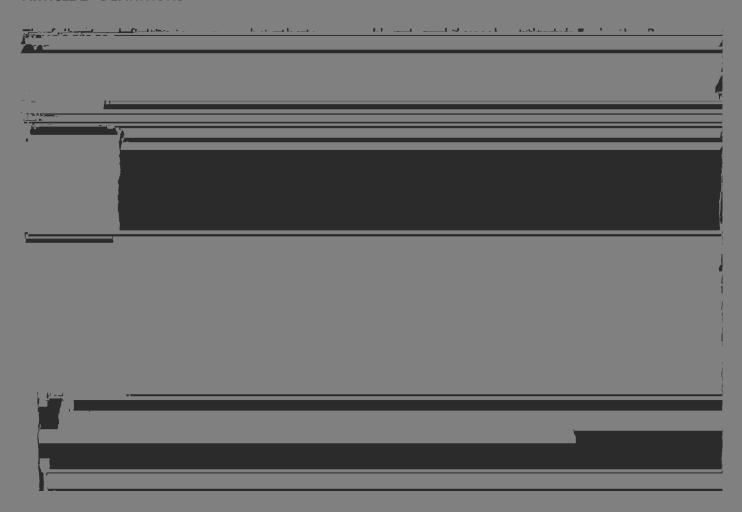
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ARTICLE 1 - PURPOSE

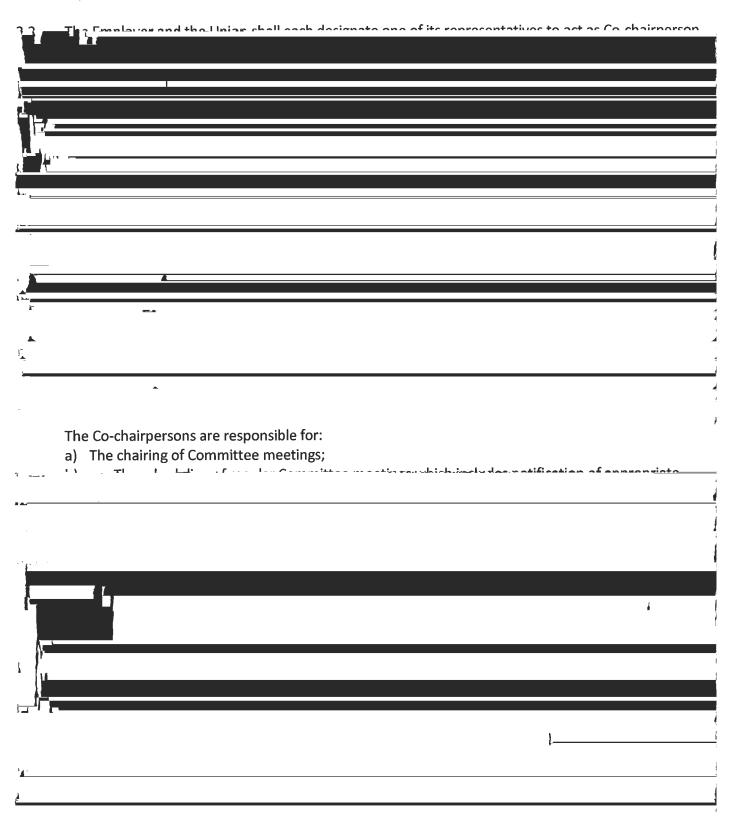
- a) The purpose of this Manual is to outline the procedures for the maintenance of the Job Evaluation Program.
- b) To jointly maintain and implement a single gender-neutral Job Evaluation Manual to achieve **Equal Pay for Work of Equal Value** for all jobs within CUPE Local 947. The plan will include these four main factors:
 - a) Skill
 - b) Effort
 - c) Responsibility
 - d) Working Conditions

ARTICLE 2 - DEFINITIONS



ARTICLE 3 - THE JOINT JOB EVALUATION COMMITTEE (JJEC)

3.1 The JJEC shall have equal representation and participation from the parties, consisting of two (2) representatives from the employer and two (2) representatives from the local union.



advisor shall be entitled to voice but not to vote and shall not be considered to be a member of the Committee.

ARTICLE 4 - MANDATE OF THE JJEC

The JJEC shall implement and maintain the SD61 Job Evaluation Manual by:

- a) Evaluating all the jobs using the Job Evaluation Manual;
- b) Maintaining the integrity of the manual;
- c) Recommending to the parties changes to the Job Evaluation Manual, its procedures or methods, as may be deemed necessary from time to time.
- d) Recording the results and rationale on the rating sheet and completing the Advice of Rating Taxing af the p Advise and Dating Form and ish description and avalifications shoot will be

requirements of the job to the sub-factor definition, and the description of each degree level;

d) The job analysis and rating of each job shall be relative to and consistent with the job description and qualifications sheets and ratings of all other jobs rated under the plan;



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	If, after meeting with the two (2) advisors appointed pursuant to Article 7.1, the Committee remains unable to agree upon the matter in dispute, the Co-chairpersons shall advise, in writing, the Union and the Employer of this fact, within fifteen (15) working days.
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	be selected by agreement of the parties. If the parties are unable to agree, either party may request
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