



## *Provider Group Joint Job Evaluation Project Timeline*

<b>Date</b>	<b>Event</b>
1998-99	During health sector collective bargaining, unions and employers agreed to a binding province-wide job evaluation process that would remove inequity and gender bias in jobs across the health sector.
October 19 - 21, 1999	Joint Job Evaluation Steering Committee met for the first time.
October 31, 2000	Job Fact Sheet submission deadline.
June 6, 2003	Roll out of Employee Package containing a copy of the Job Description, Rating Documentation and a letter which contains information on the rollout process.
September 30, 2003	Reconsideration submission deadline.
October 3, 2003	Memorandum of Agreement (MOA) between CUPE, SEIU, SGEU & SAHO signed. Includes: Implementation, Wage Schedules, Red Circled Salaries, Market Supplement Letter of Understanding, Retroactivity, Previous Evaluation Plan(s), Steps, Implementation Adjustments, Ratification and Attachment A – Wage Schedules.
December, 2003	Initial lump sum payments for the period April 1, 2001 to March 31, 2003 paid out.
April 5, 2004	Implementation Agreement signed.
May 30, 2004	New 2004 hourly pay rate becomes effective. “Draft” Job Descriptions will be used for postings.
August 27, 2004	First round of retroactive payments paid out.
January 11, 2005	Supplementary arbitration ruling received on “disputed items”.
February 4, 2005	Final Report of the Joint Job Evaluation Reconsideration Committee to the Joint Job Reconsideration Steering Committee which included the 300-series jobs, which were newly created through the Reconsideration process.
June 9, 2005	Roll out of Employee Package containing a copy of the Job Description, Rating Documentation and a letter which contains information on the rollout process where pay bands are going down (22 jobs). <ul style="list-style-type: none"> <li>• Job #9 – Office Coordinator</li> </ul>

Date	Event
	<ul style="list-style-type: none"> <li>• Job #10 – Head Cook</li> <li>• Job #27 – Head Environmental Services Worker</li> <li>• Job #52 – Print Shop Operator</li> <li>• Job #54 – Carpenter</li> <li>• Job #88 – Distribution &amp; Stores Working Supervisor</li> <li>• Job #96 – Environmental Services Supervisor</li> <li>• Job #104 – Head Laundry Services Worker</li> <li>• Job #112 – Senior Postal Clerk</li> <li>• Job #115 – Groundkeeper</li> <li>• Job #119 – Head Groundskeeper</li> <li>• Job #122 – Health Information Management Practitioner &amp; Office Assistant</li> <li>• Job #126 – Health Information Management Coordinator</li> <li>• Job #127 – Program Machinist</li> <li>• Job #145 – Senior Laboratory Assistant</li> <li>• Job #146 – Medical Transcription Coordinator</li> <li>• Job #185 – Volunteer Coordinator</li> <li>• Job #201 – Recreation Working Supervisor</li> <li>• Job #249 – Head Environmental &amp; Laundry Services Worker</li> <li>• Job #301 – Medical Laboratory Technologist &amp; X-Ray Technician (all incumbents previously in Job #228 Medical Laboratory Technologist/Radiology Working Supervisor that were moved to Job #301)</li> <li>• Job #339 – Office Administrative Assistant (only those incumbents previously in Job #77 Administrative Assistant and Job #159 Office/Program Assistant that were moved to Job #339)</li> <li>• Job #346 – Support Services Worker (only those incumbents previously in Job #245 Support Services Worker that were moved to job #346)</li> </ul>
June 26, 2005	Implementation of reconsidered results where pay bands are going down (22 jobs).
August 8, 2005	Supplementary arbitration ruling received relating to the lump sum payment to provide further clarification and guidance.
August 19, 2005	<p>Roll out of Employee Package containing a copy of the Job Description, Rating Documentation and a letter which contains information on the rollout process where pay bands are staying the same or moving up, except for:</p> <ul style="list-style-type: none"> <li>• jobs in dispute and some 300-series jobs (29)</li> <li>• Job #10 – Head Cook</li> <li>• Job #19 – Food Services Worker</li> <li>• Job #20 – Licensed Practical Nurse</li> <li>• Job #22 – Home Care/Special Care Aide</li> <li>• Job #24 – Cook</li> <li>• Job #25 – Medical Radiation Technologist</li> <li>• Job #30 – Biomedical Engineering Technologist</li> </ul>

Date	Event
	<ul style="list-style-type: none"> <li>• Job #34 – Medical Radiation Technologist – Specialty</li> <li>• Job #54 – Carpenter</li> <li>• Job #99 – Adaptive Seating Specialist</li> <li>• Job #101 – Cytogenetics Technologist I</li> <li>• Job #105 – Diagnostic Medical Sonographer</li> <li>• Job #122 – Health Information Management Practitioner &amp; Office Assistant</li> <li>• Job #158 – Diagnostic Medical Sonographer &amp; Coordinator</li> <li>• Job #177 – Telecommunications Clerk</li> <li>• Job #185 – Volunteer Coordinator</li> <li>• Job #189 – Magnetic Resonance Imaging Technologist</li> <li>• Job #198 – Magnetic Resonance Imaging Technologist Working Supervisor</li> <li>• Job #225 – Assistant Cook</li> <li>• Job #235 – Unit Assistant</li> <li>• Job #238 – Carpenter &amp; Locksmith</li> <li>• Job #247 – Diagnostic Medical Sonographer Working Supervisor</li> <li>• Job #252 – Laboratory Information Systems Technologist</li> <li>• Job #261 – Cardiology Technologist &amp; Sonographer &amp; Working Supervisor</li> <li>• Job #303 – Education Coordinator &amp; Medical Radiation Technologist</li> <li>• Job #311 – OR Equipment Resource Technician</li> <li>• Job #321 – Cytogenetics Technologist II &amp; Instructor</li> <li>• Job #323 – Diagnostic Cardiac Sonographer</li> <li>• Job #328 – Baker</li> </ul>
October 2, 2005	<p>Implementation of reconsidered results where pay bands are staying the same or moving higher, except for:</p> <ul style="list-style-type: none"> <li>• jobs in dispute and some 300-series jobs(29)</li> </ul>
November 27, 2005	<p>Implementation of reconsidered results for the rest of the 300-series jobs (except for those jobs still in dispute).</p>
February 24, 2006	<p>Pay out retro pay as a result of Reconsideration (back to April 1, 2003).</p>
March 9, 2006	<p>Letters of Understanding between SAHO and SEIU, CUPE &amp; SGEU re:</p> <ul style="list-style-type: none"> <li>• Implementation Issues – Provider Group Joint Job Evaluation;</li> <li>• Implementation of the Joint Job Evaluation Reconsideration &amp; Maintenance Plan;</li> <li>• Review of Technologist/Technician Classification;</li> <li>• #18 – Implementation Issues – Provider Group Joint Job Evaluation</li> <li>• #19 – Implementation of the Joint Job Evaluation Reconsideration Process and Maintenance Plan</li> <li>• #20 – Review of Technologist/Technician Classification</li> </ul>

Date	Event
May 24-26, 2006	Joint Job Evaluation Maintenance Committee met for the first time:
June 28, 2006	Letter of Understanding between Saskatchewan Association of Health Organizations (SAHO) and Canadian Union of Public Employees (CUPE), Service Employees International Union (SEIU) and Saskatchewan Government and General Employees Union (SGEU), collective named "The Unions" Re: Lump Sum Payment for Part Time Employees
June 29, 2006	Lump sum payments for the period April 1/03 to March 31/03 for full-time and truly casual employees paid out.
June 29, 2006	<p>Dispute Resolution Tribunal Decision:</p> <ul style="list-style-type: none"> <li>• Dietary Family: <ul style="list-style-type: none"> <li>○ Job 10 Head Cook</li> <li>○ Job 19 Food Services Worker</li> <li>○ Job 24 Cook</li> <li>○ Job 225 Assistant Cook</li> <li>○ Job 328 Baker</li> </ul> </li> <li>• Hearing Date(s): February 20, 21 &amp; 22, 2006 in Regina</li> <li>• Tribunal: <ul style="list-style-type: none"> <li>○ Phil Johnson (Chair)</li> <li>○ Don Soanes (Employer Nominee)</li> <li>○ Jim Holmes (Union Nominee)</li> </ul> </li> <li>• Union Rep: <ul style="list-style-type: none"> <li>○ Jacquie Griffiths (CUPE)</li> <li>○ Bob Laurie (SEIU)</li> </ul> </li> <li>• Employer Rep: <ul style="list-style-type: none"> <li>○ Francis E. Schmeichel</li> </ul> </li> </ul>
July 14, 2006	JE retro payments paid out.
August 4, 2006	<p>Dispute Resolution Tribunal Decision:</p> <ul style="list-style-type: none"> <li>• Sonography Family: <ul style="list-style-type: none"> <li>○ Job 105 Diagnostic Medical Sonographer</li> <li>○ Job 158 Diagnostic Medical Sonographer &amp; Coordinator (Fetal Assessment Unit)</li> <li>○ Job 247 Diagnostic Medical Sonographer Working Supervisor</li> <li>○ Job 261 Diagnostic Cardiac Sonographer &amp; Cardiology Technologist Working Supervisor</li> <li>○ Job 323 Diagnostic Cardiac Sonographer</li> <li>○ Job 350 Diagnostic Cardiac Sonographer &amp; Cardiology Technologist</li> <li>○ Job 351 Diagnostic Cardiac Sonographer &amp; Clinical Coordinator</li> <li>○ Job 352 Diagnostic Medical Sonographer – Dual Credential</li> <li>○ Job 353 Diagnostic Medical Sonographer Working Supervisor – Dual Credential</li> </ul> </li> </ul>

Date	Event
	<ul style="list-style-type: none"> <li>• Hearing Date(s): April 25, 26 &amp; 27, 2006 in Regina</li> <li>• Tribunal: <ul style="list-style-type: none"> <li>○ Phil Johnson (Chair)</li> <li>○ Linda Kezima (Employer Nominee)</li> <li>○ Jim Holmes (Union Nominee)</li> </ul> </li> <li>• Union Rep: <ul style="list-style-type: none"> <li>○ Jacquie Griffiths (CUPE)</li> <li>○ Bob Laurie (SEIU)</li> </ul> </li> <li>• Employer Rep: <ul style="list-style-type: none"> <li>○ Francis E. Schmeichel</li> </ul> </li> </ul>
August 11, 2006	<p>Dispute Resolution Tribunal Decision:</p> <ul style="list-style-type: none"> <li>• Job #30 Biomedical Engineering Technologist</li> <li>• Hearing Date(s): May 16, 2006 in Regina</li> <li>• Tribunal: <ul style="list-style-type: none"> <li>○ Phil Johnson (Chair)</li> <li>○ Bruce Stremel (Employer Nominee)</li> <li>○ Jim Holmes (Union Nominee)</li> </ul> </li> <li>• Union Rep: <ul style="list-style-type: none"> <li>○ Jacquie Griffiths (CUPE)</li> <li>○ Bob Laurie (SEIU)</li> </ul> </li> <li>• Employer Rep: <ul style="list-style-type: none"> <li>○ Francis E. Schmeichel</li> </ul> </li> </ul>
August 11, 2006	<p>Dispute Resolution Tribunal Decision:</p> <ul style="list-style-type: none"> <li>• Job #235 Unit Assistant/Support Worker</li> <li>• Hearing Date(s): May 17, 2006 in Regina</li> <li>• Tribunal: <ul style="list-style-type: none"> <li>○ Phil Johnson (Chair)</li> <li>○ Aaron Fornwald (Employer Nominee)</li> <li>○ Jim Holmes (Union Nominee)</li> </ul> </li> <li>• Union Rep: <ul style="list-style-type: none"> <li>○ Jacquie Griffiths (CUPE)</li> <li>○ Bob Laurie (SEIU)</li> </ul> </li> <li>• Employer Rep: <ul style="list-style-type: none"> <li>○ Francis E. Schmeichel</li> </ul> </li> </ul>
September 5, 2006	<p>Dispute Resolution Tribunal Decision:</p> <ul style="list-style-type: none"> <li>• Job #20 Licensed Practical Nurse</li> <li>• Hearing Date(s): May 29, 2006 in Regina</li> <li>• Tribunal: <ul style="list-style-type: none"> <li>○ Phil Johnson (Chair)</li> <li>○ Aaron Fornwald (Employer Nominee)</li> <li>○ Jim Holmes (Union Nominee)</li> </ul> </li> <li>• Union Rep: <ul style="list-style-type: none"> <li>○ Jacquie Griffiths (CUPE)</li> <li>○ Bob Laurie (SEIU)</li> </ul> </li> <li>• Employer Rep: <ul style="list-style-type: none"> <li>○ Francis E. Schmeichel</li> </ul> </li> </ul>

Date	Event
September 5, 2006	Dispute Resolution Tribunal Decision: <ul style="list-style-type: none"> <li>• Job #22 Home Care/Special Care Aide</li> <li>• Hearing Date(s): May 30, 2006 in Regina</li> <li>• Tribunal:               <ul style="list-style-type: none"> <li>○ Phil Johnson (Chair)</li> <li>○ Aaron Fornwald (Employer Nominee)</li> <li>○ Jim Holmes (Union Nominee)</li> </ul> </li> <li>• Union Rep:               <ul style="list-style-type: none"> <li>○ Jacquie Griffiths (CUPE)</li> <li>○ Bob Laurie (SEIU)</li> </ul> </li> <li>• Employer Rep:               <ul style="list-style-type: none"> <li>○ Francis E. Schmeichel</li> </ul> </li> </ul>
September 20, 2006	Dispute Resolution Tribunal Decision: <ul style="list-style-type: none"> <li>• Job #122 Health Information Management Practitioner &amp; Office Assistant</li> <li>• Hearing Date(s): June 21, 2006 in Regina</li> <li>• Tribunal:               <ul style="list-style-type: none"> <li>○ Phil Johnson (Chair)</li> <li>○ Linda Kezima (Employer Nominee)</li> <li>○ Jim Holmes (Union Nominee)</li> </ul> </li> <li>• Union Rep:               <ul style="list-style-type: none"> <li>○ Jacquie Griffiths (CUPE)</li> <li>○ Bob Laurie (SEIU)</li> </ul> </li> <li>• Employer Rep:               <ul style="list-style-type: none"> <li>○ Francis E. Schmeichel</li> </ul> </li> </ul>
October 4, 2006	First meeting of Committee of the Parties (COPs) – established at collective bargaining to oversee the work of the JJEMC.
April 1, 2007	Fully implemented wage rates for Provider Group Job Evaluation.
April 3, 2007	Terms of Reference: <ul style="list-style-type: none"> <li>• Appendix A – Mediation Stage for Maintenance Process – signed by COPs</li> <li>• Appendix B – Dispute Resolution Tribunal Process for Maintenance Process – signed by COPs</li> </ul>
June 11, 2007	COPs reviewed and approved the updated JJE Logo.
September 10, 2007	COPs reviewed and approved the revisions to: <ul style="list-style-type: none"> <li>• Job #3 Pharmacy Technician Job Description</li> <li>• Job #140 Senior Pharmacy Technician Job Description</li> <li>• Job #256 Storesperson &amp; Purchasing Clerk Job Description</li> <li>• Job Review Request Form</li> <li>• Provider Group – Joint Job Evaluation Job Fact Sheet</li> <li>• Provider Group – Joint Job Evaluation Changed Job Form</li> </ul>

<b>Date</b>	<b>Event</b>
October 26, 2007	The three new forms were available on the Provider Group Website: <ul data-bbox="537 184 1328 296" style="list-style-type: none"><li>• Job Review Request Form</li><li>• Provider Group – Joint Job Evaluation Job Fact Sheet</li><li>• Provider Group – Joint Job Evaluation Changed Job Form</li></ul>