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Saskatchewan Government and General Employees' Union

January 23, 2019

Joint Job Evaluation (JJE) Maintenance Plan: Education Factor

The health provider unions, SGEU, SEIU-West and CUPE, have concluded a letter of understanding (LOU) with SAHO and the employer regarding the education factor in the JJE plan.

The LOU sets out that, when there is information available about changes to the education required for a job classification, the unions, SAHO and the employer will jointly assess the changes. If the key work activities, duties, responsibilities and/or qualifications have not changed, the education factor rating for the JJE plan job classification will not change.

In order for there to be a change to the education factor rating for the JJE plan job classification, another factor rating, such as decision making, impact of action, sensory demand, etc. would have to change as well.

If the unions, SAHO and the employer cannot agree on the education factor assessment, there will be an independent review of the education factor rating by a third party adjudicator.

This new education factor review process will apply to all new job classifications created with the same educational requirement as existing classifications.

If you have questions or would like more information, please contact Kim Nordmarken at knordmarken@sgeu.org or 306-764-1202, or Tracey Sauer at tsauer@sgeu.org.

Please watch for further updates on the SGEU Health Providers [website](#) or Facebook [page](#).

To ensure we are able to reach you quickly and efficiently, please be sure to update your email address (non-work addresses preferred for union business) and home/cell phone numbers by emailing MIS@sgeu.org.

In Solidarity,

Your SGEU Health Providers Bargaining Committee