

Questions and Answers regarding the Tentative Agreement

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I do the same job as a profession that is now going to be higher paid under the Tentative Agreement.

How is this fair?

Our Collective Agreement contains over 30 **distinct** occupations. There should be no two professions that do the exact same job. Everyone who is doing the same job should be getting paid the same salary scale. If this is not the case in your department, then the problem is a *classification* issue and not related to collective bargaining. It is management and SAHO's responsibility to understand the work that everyone is doing and to ensure they are classified appropriately. HSAS plays a minor role in this process, but we rely on the information that SAHO and the employer provide to us. If SAHO and management are doing their jobs properly, there should be no issue with the classification of individuals.

However, the Union knows that sometimes management makes mistakes and unintentionally create inequity in the workplace. SAHO's introduction of Market Adjustments (and it was SAHO who proposed these numbers) is going to highlight these inequities.

How are positions classified?

When the employer determines that a position is needed, it is the responsibility of the manager to write a job description. It is assumed that the manager has enough working knowledge of the work that is needed to be done (even if the manager has no training in that profession), and that they will be able to accurately describe the job. This Manager also has the responsibility of determining what classification the job fits under. Once the job description is written and classified, it is sent through an approval process, usually involving both SAHO and Human Resources. The Collective Agreement then requires the employer to send the job description to HSAS for approval. HSAS has no way of knowing how often this step is actually carried out, but we do occasionally receive job descriptions for approval.

The process gets a little more complicated when the position is existing and becomes vacant. Management often will simply fill the position based on the old, outdated job description. Sometimes they have difficulty recruiting to exactly what they want, and they hire based on who applies and manipulate the classification system to fit the individual's qualifications. For example, in one health region the job description and job posting was for a Social Worker. They didn't get any Social Work applications, so they hired individuals with a different background, and called them Assessor/Coordinators, as there are no set educational requirements for that classification. We now have a situation where half of the employees are Social Workers and the other half are Assessor/Coordinators. Under the Tentative Agreement, the Assessor/Coordinators will be earning more than the Social Workers. HSAS has contacted this health region to start sorting out the problem. It is important to note that the only way HSAS becomes aware of issues such as this is if our members contact us to let us know. This is what happened in the example above.

I am in the situation described above. How do I get it resolved?

If you are doing the same work as an individual who is classified differently than you, and it will result in an inequity of pay, please contact your Labour Relations Officer so that we can deal with this issue with the employer. We will need you to provide us with job descriptions if possible and details of your

situation. Your Labour Relations Officer will consider the information you provide and let you know your options.

Why would the union have agreed to such a problematic Tentative Agreement?

HSAS makes the assumption that SAHO fully understands what they are proposing when they propose it. SAHO makes offers to HSAS in consultation with the employers. SAHO made the offer, including Market Adjustments, to HSAS. SAHO determined the market adjustments that would be received, how much they would be and which groups would receive them. Inequities which appear to be arising from their market adjustments will need to be addressed where different classifications are determined to indeed be doing the 'same' job with no discernible differences. **The issues discussed in this document are not related to collective bargaining, rather they are a problem with the classification of individual positions.** HSAS has the ability to deal with these issues under the Collective Agreement.