

LUSU response to Human Resources “Fact Sheet”.

What is the Joint Job Evaluation Process about?

Management statement:

Two (2) years ago the University and LUSU began the Joint Job Evaluation process to ensure our staff receives equal pay for equal work. From the outset it was understood this was not about increasing salaries, but making sure our compensation system is fair and equitable.

LUSU's response:

Almost four (4) years ago (not two), LUSU and LU signed a Memorandum of Agreement and began the JJE/Pay Equity process. Contrary to what the University says LUSU is **NOT** trying to “ensure equal pay for equal work”. We are trying to ensure equal pay for work of equal value. There is a big difference. It’s unacceptable that the leaders of this University cannot tell the difference between two very different legislations. One is administered under the Employment Standards Act and the other is administered by the Pay Equity Commission. From the outset we agreed that this was not an effort to get everyone paid more, but a process that would make both the employer and the union compliant with the Ontario Pay Equity Act.

Why the Current Delay?

Management's statement:

In an effort to attain wage equity the Union and the University re-assessed how jobs are evaluated. In order to fit everyone into a fair salary grid, some will see significant increases, while others will see a freeze (red circling) until their colleagues catch up. LUSU and the University have a disagreement about how those employees who are frozen should be treated going forward.

LUSU's response:

We have not agreed to a salary grid or the bandings for each grade. The University is manipulating you to think that you will “see significant increases” in order to buy your vote for this new system. However, the fact remains that it is premature to make such a statement until such time as the grades and bands have been determined and agreed upon by BOTH parties. As for red circling, LUSU will NEVER agree to “red circling” as it has a serious negative impact for those close to retirement. In the proposal that they are trying to force LUSU to accept we will see about 50% of members not receive a wage increase between two to 15 years. Think of the impact this will have on your pension and other benefits that are salary based. In 1985, LUSU negotiated articles 25:04, 26, and the JJE Handbook which protects our members. We have never and have no intentions of giving up those rights.

Is the previous system being reinstated?

Management's statement

No, until we can resolve our differences regarding the new system, we are unable to return to the previous system and the process in relation to the new system is stalled. The University cannot have two job evaluation systems.

LUSU's response:

The University is completely wrong in taking this approach. The University is blackmailing LUSU members by refusing to abide by our collective agreement in an attempt to force us to accept serious and financial concessions under their proposals. The language in our collective agreement is VERY clear and the University cannot unilaterally dispense with the job evaluation system contained in our collective agreement. Until such time as you, the members, and the board ratify a new system, the current system remains in place. The University has unilaterally and willfully chosen not to evaluate any positions, breaching our collective agreement.

Will anyone receive a reduced salary?

Management's statement:

The University has always maintained that nobody's current salary will be reduced.

LUSU's response:

Up until a short while ago, the University had always maintained that that no individual would be red circled. Those of you who attended various joint meetings with the University will recall that red circling was not an issue and we described it in the meetings. Now, as we get closer to implementing the new system, the University brings the issue of red circling knowing that we would not agree to it. To simply say that nobody's current salary will be reduced without explaining the negative impact of such a position is unacceptable and dishonest.

What's the Plan to Move the Job Evaluation System Forward?

Management's statement:

Laurentian University and LUSU have agreed to mediation on November 9, 2015, to hopefully expeditiously move forward on the new job evaluation system.

LUSU's response:

Yes, we do have a mediation session scheduled however now we are questioning the sincerity of the University's willingness to work with LUSU. The University speaks of trying to work with LUSU, yet it continues to send members inaccurate information and outright lies about how things are going. The University has managed to erode four years of goodwill and positive relations by misrepresenting the status of JJE and the union's position. LUSU has never been so disappointed in the University and its entire leadership. We've been betrayed. We do have a mediation on November 9, but if the

University continues to treat the members with this much disrespect, it will be a short meeting and we will proceed with arbitration and labour board charges.

Conclusion:

Finally, we want to thank all the members for their support. It's given us the strength to keep fighting for what is right. We do encourage you to share this fact sheet with your supervisors and directors and to continue to let the executive team know your disappointment in their leadership.