



To: All Bell Aliant Clerical and Associated Employees

From: Job Evaluation Work Committee and Steering Committee

UNIFOR and Bell Aliant are pleased to announce that the parties have completed the joint job evaluation program as per the Memorandum of Agreement on pages 119-121 of the Collective Agreement. The purpose of this communication is to share the methodology, results and the next steps in the process.

Methodology

- All employees were asked to complete an updated job profile. Some of you submitted individual profiles while others worked in groups and submitted a group profile. Over 95% of all employees submitted updated or new profiles.
- All profiles were translated in French or English.
- The Joint Job Evaluation Committee (Lucie Carrier, Ray Kolody, Lynd Chiasson and Claudie Coulombe) met with the consultant, Mr. Gerald Renaud on a few occasions to review the job profiles and evaluate the jobs.
- In cases where more than one job profile was submitted, the committee selected the one or two profiles which best reflected the broadest scope of the job.
- The committee and the consultant completed the evaluation of seven different profiles representing over 90% of the bargaining unit employees.
- The evaluation of the last five profiles was completed by the consultant, with the agreement of the company and the union.
- The consultant then put the evaluation results through the point scoring system and determined the point ranges for each existing salary group (10 through 15)
- The results were then presented to the union and the committee for approval.

Results

- The position of Access Network Coordinator will be reclassified from salary group 14 to salary group 15.
- The position of KMTS/DMTS service representative will be reclassified from salary group 10 to salary group 11.
- All other clerical positions within the bargaining unit will remain in their existing salary groups.
- No jobs are being downgraded as a result of the job evaluation program.

Next Steps

- The reclassifications and resulting wage increases will be retroactive to January 1, 2014. It is anticipated that all wage increases will be paid out to eligible employees by October 23, 2015.

- An employee or group of employees may contest the results of the job evaluation of a job by asking for an appeal. The appeal will be reviewed by a member of the Corporate Labour Relations team and one National Representative from each province.

If you have any questions related to the job evaluation method and/or results, please do not hesitate to contact any member of the job evaluation committee.