

LOCAL 039

Job reclassification at SAIT



FAQs

How does this affect me?

SAIT is overhauling the way it classifies all employees at the institution. This means the employer is looking at all classifications and job descriptions to decide where to place them under certain family groupings of jobs.

Afterwards, SAIT will decide what sub-family and level you should be placed on the scale. Your job description will not change, but your classification might change, and how you are classified organizationally will change.

Is the reclassification necessary?

There are more than 800 job descriptions at SAIT. Some of these job descriptions and classifications haven't been reviewed or changed since the 1980s. Indeed, several were written on typewriters.

Much of the work we do has changed over the years, so it's appropriate to review them and see what needs to be done to bring them up to date.

SAIT also hopes this project will make it more clear why you're classified at a certain position and eliminate a lot of questions as to how you can move up in your career.

AUPE also hopes that the reclassification project will bring more clarity to the work members do and your place in the SAIT organization.

Is AUPE on board with the reclassification project?

AUPE agrees that a review is appropriate. The union will not be writing new classifications. That is the role of the SAIT's Employee Services department.

However, we will be in regular consultation with the employer to provide information and feedback. Our concern is to see that all SAIT employees are treated fairly.

Will this change what I am paid?

There could be pay changes for some members.

Once the reclassification portion is done, the employer will compare salaries to others that are industry standard. Some members will see pay go up if the reclassification puts them in a higher classification than they are currently.

However, some may find they are paid more than what is standard for their new classification. This may result in red circling. This means your pay will be frozen at its current level until the pay scale for your new classification catches up as wages increase over time. In other words, if you are red-circled, you will keep your current rate of pay.

Where people's jobs fall in the reclassification will be determined by what each job entails. It is not based on individual performance in current jobs, but on the job description itself.

Is it department based or are they doing this campus wide?

The project is being done for all AUPE and Administrative, Professional, Technical (APT)/out-of-scope staff.

This could result in some jobs moving into the bargaining unit and some moving out of it.

Will I have to apply for a new job if my job description or classification changes?

No one will lose their job as a result of this project.

If your classification or job description changes, the employer assures us that you will be grandfathered into that position if you are already the person doing that job.

Some members may find themselves classified differently or as part of different work groups. This is not a reorganization project, but strictly how you are classified job-wise within the organization.

Is there an appeals process if AUPE members do not agree with a new classification?

AUPE is seeking to establish an appeals process with the employer, possibly through a Letter of Understanding (LOU) to attach to our Collective Agreement signed by both sides. We will keep you informed.

Will I still be a member of AUPE?

The vast majority of current AUPE members will remain AUPE members.

Some employees who are not members may become part of the union if their new classification falls in an in-scope area that's part of AUPE.

Some members may find themselves classified into an out-of-scope position, so may no longer be members of the union.

What determines if a job is in-scope (within the AUPE bargaining unit) or out-of-scope?

The Alberta Labour Relations Board (ALRB) determines who is and who isn't a member of the unionized bargaining unit.

Those who are part of the union are in-scope employees. Those who are not part of the union are out-of-scope employees. Out-of-scope employees are often in a supervisory position, but are not considered to be managers.

What happens if I have a grievance or arbitration under way and I am no longer an AUPE member?

Any grievances or arbitrations under way will continue until they are resolved.

Will the terms of the current collective-bargaining agreement still apply if I am no longer an AUPE member?

Workers who are no longer considered in-scope (part of the union) will not be covered by the collective-bargaining agreement. Working conditions and standards for those not part of a union will fall under the Alberta Labour Code.

How does the reclassification project affect bargaining?

Our collective-bargaining agreement expires in June 2024. This means negotiations for a new contract will begin soon.

Initially, SAIT said it wanted to have the reclassification process completed in April 2024. This has now been delayed until May because a consultant hired by the employer has not yet filed their report.

If the reclassification process has not been completed by the time bargaining begins, some issues may be addressed during negotiations.

AUPE will do all it can to ensure the process isn't rushed and that all workers are treated fairly in this process.