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Text:

ARTICLE XXVII - SAWMILL JOB EVALUATION

Section 1:

- a) The Parties to this Agreement mutually agree to implement one job evaluation program for the sawmilling sector in accordance with the principles and procedures set out in a manual dated December 1971, hereinafter referred to as the B.C. Northern Interior Sawmill and Poleyard Job Evaluation Manual as amended effective April 1st, 1995. The application and administration of the Program shall be in accordance with the provisions of Supplement No. 6 to this Agreement.
- b) The process of job evaluation will be conducted in accordance with the provisions of the B.C. Northern Interior Sawmill and Poleyard Job Evaluation Plan, which shall include the wage curve. The manual and guidelines for manual interpretation, existing and/or new Benchmarks, and existing gradings on record shall serve as a basis for subsequent evaluation.
- c) All categories and records shall stand as presently rate matched (job analysis) and/or evaluated in the Northern Interior operations involved in the B.C. Northern Interior Sawmill and Poleyard Job Evaluation Plan, except where requests are submitted for evaluation or re-evaluation consistent with the principles and procedures of the Northern Interior Sawmill and Poleyard Job Evaluation Plan.

Guidelines:

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Section 1, a):

This article provides the authority for the purpose of the establishment of hourly rates for Sawmill and Pole Yard production jobs through a process of Job Evaluation. All other hourly rates (non-production categories and other jobs not covered by evaluation) are determined by negotiations.

Sawmill Job Evaluation was implemented in the B.C. Northern Interior effective September 1st, 1974. There have been many negotiated enhancements to the plan over its history. The most recent review and resultant changes to Collective Agreement language and application of the changes occurred effective April 1st, 1995. [Supplement No. 6 of the Collective Agreement details the three (3) joint committee structures and roles (Industry Standing Committee; Job Evaluation



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Standing Committee; and Plant Job Review Committee) and the joint administration of the Plan.]

Joint seminars are conducted for members of the Plant Job Review Committee from time to time as required by Article XIII of Supplement No. 6. The seminar materials contain valuable and practical information on all Job Evaluation matters and are available upon request.

Section 1 b):

The manual and guidelines were updated concurrent with the Plan's 1995 review and are solely for the use of the evaluators in applying the 13 measurable factors of the Plan.

Section 1 c):

This section emphasizes that job rates jointly agreed to and on record in accordance with this Plan can only be changed by submission of a Request for Re-Evaluation.



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Section 2:

The point range and increments for the twenty-eight (28) groups in the Sawmill and Poleyard Wage Curve are as follows:

Group		Effective		Effective		Effective		Effective		Effective	
Level	Points	July 1 2018		July 1 2019		July 1 2020		July 1 2021		July 1 2022	
		Increment	Rates	Increment	Rates	Increment	Rates	Increment	Rates	Increment	Rates
1	0-60		\$29.51		\$30.10		\$30.70		\$31.31		\$32.09
2	61-70	0.13	29.64	0.13	30.23	0.13	30.83	0.14	31.45	0.15	32.24
3	71-80	0.12	29.76	0.13	30.36	0.14	30.97	0.14	31.59	0.14	32.38
4	81-95	0.22	29.98	0.22	30.58	0.22	31.19	0.22	31.81	0.23	32.61
5	96-115	0.16	30.14	0.16	30.74	0.16	31.35	0.17	31.98	0.17	32.78
6	116-140	0.24	30.38	0.25	30.99	0.26	31.61	0.26	32.24	0.27	33.05
7	141-165	0.17	30.55	0.17	31.16	0.17	31.78	0.18	32.42	0.18	33.23
8	166-195	0.34	30.89	0.35	31.51	0.36	32.14	0.36	32.78	0.37	33.60
9	196-230	0.26	31.15	0.26	31.77	0.27	32.41	0.28	33.06	0.29	33.89
10	231-270	0.28	31.43	0.29	32.06	0.29	32.70	0.29	33.35	0.29	34.18
11	271-320	0.29	31.72	0.29	32.35	0.30	33.00	0.31	33.66	0.32	34.50
12	321-370	0.34	32.06	0.35	32.70	0.35	33.35	0.36	34.02	0.37	34.87
13	371-420	0.27	32.33	0.28	32.98	0.29	33.64	0.29	34.31	0.30	35.17
14	421-470	0.36	32.69	0.36	33.34	0.37	34.01	0.38	34.69	0.39	35.56
15	471-520	0.32	33.01	0.33	33.67	0.33	34.34	0.34	35.03	0.35	35.91
16	521-570	0.45	33.46	0.46	34.13	0.47	34.81	0.48	35.51	0.49	36.40
17	571-620	0.25	33.71	0.25	34.38	0.26	35.07	0.26	35.77	0.26	36.66
18	621-670	0.42	34.13	0.43	34.81	0.44	35.51	0.45	36.22	0.47	37.13
19	671-730	0.28	34.41	0.29	35.10	0.29	35.80	0.30	36.52	0.30	37.43
20	731-790	0.46	34.87	0.47	35.57	0.48	36.28	0.49	37.01	0.51	37.94
21	791-850	0.34	35.21	0.34	35.91	0.35	36.63	0.35	37.36	0.35	38.29
22	851-910	0.43	35.64	0.44	36.35	0.45	37.08	0.46	37.82	0.48	38.77



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23	911-970	0.46	36.10	0.47	36.82	0.48	37.56	0.49	38.31	0.50	39.27
24	971-1030	0.35	36.45	0.36	37.18	0.36	37.92	0.37	38.68	0.38	39.65
25	1031-1090	0.87	37.32	0.89	38.07	0.91	38.83	0.93	39.61	0.95	40.60
26	1091-1150	0.86	38.18	0.87	38.94	0.89	39.72	0.90	40.51	0.92	41.52
27	1151-1210	0.96	39.14	0.98	39.92	1.00	40.72	1.02	41.53	1.05	42.57
28	1211-1270	0.93	40.07	0.95	40.87	0.97	41.69	0.99	42.52	1.01	43.58

Guidelines:

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Section 2:

The “Wage Curve” is the negotiated table of Group Levels and Wage Rates for each year of the current Collective Agreement. Each column’s explanation follows:

Group Level

As of 1995, there are 28 levels for which rates are available within the evaluation plan.

Points

The range within which the total numbers of points allotted for a specific job must fall before that job can be paid the wage rate established for that Group.

Increment

The amount above the previous lower Group by which the rate for that Group is increased above the previous group. Group 1 is always the Base Rate as referred to in Section 3 (a) of this Article.

Rates

The hourly rates effective on the dates stipulated on the headings. They increase progressively from the Basic Rate Group 1 through to the final Group 28.



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Section 3:

- a) The base rate in all Wage Supplements shall be that set out in Section 1g) of Article V - Wages, and shall be the minimum rate.
- b) Incumbents in job categories for which the wage rate is reduced as a result of job evaluation (hereinafter referred to as 'Red Circled Jobs') shall continue at the original rate.

Guidelines:

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Section 3 a):

This section is self explanatory.

Section 3 b):

The Job Evaluation Plan is the only mechanism which can reduce evaluated wage rates. "Red Circled Jobs" and "Red Circle Protection" is fully explained in the guidelines to Supplement No. 6, Articles 9, 10 and 11.