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**Text:**

**ARTICLE XXVIII - PLYWOOD JOB EVALUATION**

**Section 1: Implementation**

The Plywood Job Evaluation Program shall be conducted in accordance with the provisions of Supplement No. 7, which is attached hereto and forms part of this Agreement.

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**Guidelines:**

**ARTICLE XXVIII - PLYWOOD JOB EVALUATION**

**Section 1: Implementation**

Notwithstanding the historical Guidelines below, CONIFER no longer has any role in the administration of the Plywood Job Evaluation Program. The Interior Forest Labour Relations Association (IFLRA) has taken on the administration of this program.

The program is applicable to plywood related operations which subscribe to this program.

Authority for the establishment of hourly rates for Plywood Operations of hourly paid jobs through a process of Job Evaluation is provided for in this Article. All other hourly rates are determined by negotiations.

There have been many negotiated enhancements to the program since its inception.

Supplement No. 7 of the Collective Agreement details the two joint committee structures and roles and the joint administration of the program.



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Joint seminars are conducted for Plant Job Review Committee members. The seminar materials contain valuable and practical information on Plywood Job Evaluation matters and are available upon request.



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**Section 2: Point Range and Increment**

The point range and increments for the twenty-seven (27) groups in the Plywood Wage Curve are as follows:

Group Level	Points	Effective July 1 2018		Effective July 1 2019		Effective July 1 2020		Effective July 1 2021		Effective July 1 2022	
		Increment	Rates	Increment	Rates	Increment	Rates	Increment	Rates	Increment	Rates
1	0-81		\$29.51		\$30.10		\$30.70		\$31.31		\$32.09
2	82-91	0.17	29.68	0.17	30.27	0.18	30.88	0.19	31.50	0.20	32.29
3	92-101	0.20	29.88	0.21	30.48	0.21	31.09	0.21	31.71	0.21	32.50
4	102-111	0.19	30.07	0.19	30.67	0.19	31.28	0.20	31.91	0.21	32.71
5	112-121	0.29	30.36	0.30	30.97	0.31	31.59	0.31	32.22	0.32	33.03
6	122-131	0.19	30.55	0.19	31.16	0.19	31.78	0.20	32.42	0.20	33.23
7	132-141	0.34	30.89	0.35	31.51	0.36	32.14	0.36	32.78	0.37	33.60
8	142-151	0.26	31.15	0.26	31.77	0.27	32.41	0.28	33.06	0.29	33.89
9	152-161	0.28	31.43	0.29	32.06	0.29	32.70	0.29	33.35	0.29	34.18
10	162-171	0.28	31.71	0.28	32.34	0.29	32.99	0.30	33.65	0.31	34.49
11	172-181	0.31	32.02	0.32	32.66	0.32	33.31	0.33	33.98	0.34	34.83
12	182-191	0.22	32.24	0.22	32.88	0.23	33.54	0.23	34.21	0.24	35.07
13	192-201	0.34	32.58	0.35	33.23	0.35	33.89	0.36	34.57	0.36	35.43
14	202-211	0.33	32.91	0.34	33.57	0.35	34.24	0.35	34.92	0.36	35.79
15	212-221	0.26	33.17	0.26	33.83	0.27	34.51	0.28	35.20	0.29	36.08
16	222-231	0.39	33.56	0.40	34.23	0.40	34.91	0.41	35.61	0.42	36.50
17	232-241	0.32	33.88	0.33	34.56	0.34	35.25	0.35	35.96	0.36	36.86
18	242-251	0.37	34.25	0.38	34.94	0.39	35.64	0.39	36.35	0.40	37.26
19	252-261	0.26	34.51	0.26	35.20	0.26	35.90	0.27	36.62	0.28	37.54
20	262-271	0.48	34.99	0.49	35.69	0.50	36.40	0.51	37.13	0.52	38.06
21	272-281	0.51	35.50	0.52	36.21	0.53	36.93	0.54	37.67	0.55	38.61
22	282-291	0.36	35.86	0.37	36.58	0.38	37.31	0.39	38.06	0.40	39.01



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23	292-301	0.47	36.33	0.48	37.06	0.49	37.80	0.50	38.56	0.51	39.52
24	302-311	0.47	36.80	0.48	37.54	0.49	38.29	0.50	39.06	0.52	40.04
25	312-321	0.42	37.22	0.42	37.96	0.43	38.72	0.43	39.49	0.44	40.48
26	322-331	0.45	37.67	0.46	38.42	0.47	39.19	0.48	39.97	0.49	40.97
27	332-341	0.44	38.11	0.45	38.87	0.46	39.65	0.47	40.44	0.48	41.45

### **Guidelines:**

## **ARTICLE XXVIII - PLYWOOD JOB EVALUATION**

### **Section 2: Point Range and Increment**

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**

There are 27 levels for which rates are available within the Plywood Evaluation Program.

#### **Points**

The range within which the total number 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.



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**Rates**

The hourly rates effective on the dates stipulated on the headings. They increase progressively from Base Rate Group through to the final Group 27.



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**Section 3: Red Circled Jobs**

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 subject to the provisions of the appropriate supplement (Plywood Job Evaluation, Article 10 - Red Circled Jobs).

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**Guidelines:**

**ARTICLE XXVIII – PLYWOOD JOB EVALUATION**

**Section 3: Red Circled Jobs**

The Plywood Job Evaluation Program is the only mechanism which can reduce evaluated wage rates. "Red Circled" jobs and "Red Circle Protection" is fully explained by notes to Supplement No. 7, Articles 8, 9 and 10.