



### **Update on Current USW Job Evaluation Timelines – May 16, 2022**

With the launch of the new USW Job Evaluation tool in July 2021 and the release of the pilot test results, the University and United Steel Workers (USW) Local 4120 have continued to work jointly to provide employees and managers with resources and support with the new USW Job Evaluation process. Our extensive gratitude to those who participated in the pilot test and contributed to the successful development of the new tool and process.

In addition, we wish to thank those who have submitted a Job Information Questionnaire or Appeal request and are awaiting results. We recognize that there have been delays in the expected turnaround times for job evaluation results due to some resourcing challenges, a large volume of evaluation requests and some unanticipated process issues. Through a series of meetings, USW and the University are working together to seek various ways to address identified issues and streamline processes so that results can be issued promptly. We are hopeful the majority of the backlog will be resolved over the next few months, with priority being given to appeal requests in order to finalize salary banding for these positions. We sincerely appreciate your patience as we continue to make best efforts to resolve the large volume of requests. As a reminder, if the evaluation results in an increase in salary band, the increase will be applied retroactively to the JIQ submission date.

As always, should you have any questions or concerns, please do not hesitate to reach out to either Susan Diep in Human Resources ([sdiep@uoguelph.ca](mailto:sdiep@uoguelph.ca); extension 52851), or Carol Ann LaCroix at USW ([calacroix@usw4120.ca](mailto:calacroix@usw4120.ca); extension 56444).