

Frequently asked Questions (FAQ)

1) What organizations constitute the Working Group (WG)?

The WG is comprised of 4 union members, 4 company members and 2 Watson Wyatt professionals.

2) If more than one FSS is filling out the questionnaire where do we put all our names?

Space will be provided on the electronic form or you can attach a list of names if your group has chosen the paper method of filing the JIQ.

3) Some of these questions do not apply to my current position. Should I answer them anyway?

No, your answers will be compared to your position and if they do not match, they will be discarded.

4) When will this process be finished?

The Job Information Questionnaires should be distributed by June, then four weeks for completion and submission and then 3 months for the actual job evaluations.

5) Will the Classification Team be visiting any more sites?

There may or may not be more visits depending on whether any information submitted via the JIQs needs to be examined further. There will be additional visits to present the new classification system.

6) Can I send in my own form?

No.

7) What happens if our site does not complete the questionnaire?

Then any information that may be significant to how you are evaluated will be lost.

8) What input does the site manager have in the process and why?

The manager will review your questionnaire to ensure that any comments made about your site are in fact, factors about your site. Any remarks or changes to answers is automatically flagged and will be brought to the WG for discussion.

9) How much money will this mean anyway?

The classification process is in place to properly classify the entire FSS/IFSS group. Once Watson and Wyatt complete their report and configure a structure, discussions will begin with the Company to work with them to attach the compensation levels.

10) Will people who are less busy be classified lower?

Not necessarily. The classification will be based on numerous factors including knowledge, supervision, independence and complexity and will rely on the information submitted via the JIQ. Volume is also an aspect that may be examined if the membership determines it to be critical.

11) What happens if I exaggerate on my JIQ?

Exaggeration in the JIQ will be filtered by the WG, which includes experienced FSS in every field of operations. The best approach is a realistic one as FSS can rest on their own merits without unnecessary exaggeration.

12) Who will be reading the JIQ and will my comments reflect on my future career if I give say negative things?

Your manager and the WG will read the JIQ. Negative comments will not have any impact on your future, however, it is doubtful they will be constructive in the technical classification process.

13) Can the company use the information collected against us in future contract talks?

The Union considers the classification to be a stand-alone process but are fully aware of the ramifications of collecting this data. The Union is also free to do what they will with this information as well.

14) Will or can the Company use any increase in classification against us in future bargaining?

The Company uses any and all issues against the Union during collective bargaining. This will not change. The Union approaches collective bargaining in the same fashion.

15) How can I reply to my managers' comments?

You cannot. Any remarks made by the manager with regard to the information you submitted is automatically flagged and will be brought to the Working Group for discussion.

16) What if I need help to fill out the questionnaire?

There will be a list of resource people to contact should you have any questions about the JIQ. They have been trained on how the questions have been developed and how they should be answered. You can also contact any member of the WG for help and guidance.