

## Executive Committee Meeting

Meeting No. 854

Resolution No. XC 2015-2016-17

**Subject: RECLASSIFICATION COMMITTEE**

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WHEREAS the Board's assignment of a class of employment prescribed in the Classification Plan is based on the nature of the work and on the characteristic functions that the employee is principally and customarily required to perform;

WHEREAS the employee who claims that the duties which he or she must perform principally and customarily as required by the Board correspond to a class of employment which differs from his or her own may file a grievance according to the procedure for settling grievances prescribed in the agreement;

WHEREAS a new procedure for reclassification was developed with the main objective of democratizing the analysis mechanisms related to the reclassification requests in order to promote a fast and transparent resolution;

WHEREAS the new procedure includes a detailed analysis form of the position to be filled out by the employee and the immediate supervisor;

WHEREAS the new procedure was also designed with the intention of preventing disputes related to the classification plan and avoiding the unnecessary judicialization process by allowing the participation of the union concerned;

WHEREAS the new procedure provides a committee composed of two representatives of the Board and an employee belonging to employment class of the applicant from another department and designated by the union;

WHEREAS under the Ordinance on the delegation of power, it is the responsibility of the Executive Committee to decide all matters relating to the classification and reclassification of all positions within the Board other than the position of Director General and Assistant Director General;

IT WAS RESOLVED:

THAT the following people are the representatives of the Reclassification Committee for the 2015-2016 school year until replaced by the Executive Committee.

Charles Morin, Counsellor, Human Resources

Denis Daigle, Assistant Director, Adult and Vocational Education Services

Martin Scott  
Proposed by:

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Harriet Keleutak  
Secretary General

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2015-09-15

Certified copy of the resolution adopted on:

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