

8.06 CAREER DEVELOPMENT - JOB EVALUATION AND TRAINING COMMITTEE (CD-JET)

- a) The Company and the Local Union will establish a joint Career Development – Job Evaluation and Training Committee consisting of three (3) employees appointed by the Local Union and three (3) persons appointed by Management. A quorum shall be in effect when two (2) members from the Local Union and two (2) members from management are in attendance at a Committee meeting. The Committee shall meet at agreed upon times for the purpose of:
- i.) reviewing, considering and making recommendations to the Company in connection with training requirements and programs, providing career guidance to employees, considering requests for assistance from unsuccessful applicants for vacancies and making recommendations to the Company in connection with declared realignments or reductions affecting employees;
 - ii.) evaluating new or re-evaluating changed jobs in the bargaining unit other than seasonal employee classifications;
 - iii.) developing qualification and skills matrices for occupational classifications;
 - iv.) providing guidance, coaching and facilitation as set forward in the Job Posting Selection Process;
 - v.) assisting management and employees in various aspects of personal development including job profiles, career paths and appropriate development guides.

Time spent by committee members in Committee meetings during their regular working hours will be considered time worked.

- b) The Career Development - Job Evaluation and Training Committee will be consulted before employee training is provided by way of job rotation within and outside a pay grade or assignment of employees to different occupational classifications. The provisions of this Article will not apply to such job rotations or assignments.