

## Arbitration Data Sheet - Support Staff Classification

College: Mohawk

Incumbent: Moya Allen

Supervisor: Heide bell

Current Payband: G

Payband Requested by Grievor: H

1. Concerning the attached Position Description Form:

The parties agreed on the contents       The Union disagrees with the contents and the specific details are attached.

2. The attached Written Submission is from:       The Union       The College

Factor	Management				Union				Arbitrator			
	Regular/ Recurring		Occasional		Regular/ Recurring		Occasional		Regular / Recurring		Occasional	
	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points
1A. Education	3	35			3	35						
1B. Education	1	3			1	3						
2. Experience	4	54			4	54						
3. Analysis and Problem Solving	3	78			3	78						
4. Planning/Coordinating	3	56			3	56						
5. Guiding/Advising Others	3	29			3	29						
6. Independence of Action	3	78			4	110			3	78		
7. Service Delivery	2	29			4	73			2	29		
8. Communication	3	78			3	78						
9. Physical Effort	1	5			1	5						
10. Audio/Visual Effort	3	35			3	50			3	35		
11. Working Environment	1	7			1	7						
<b>Subtotals</b>	(a)		(b)		(a)		(b)		(a)		(b)	
<b>Total Points (a) + (b)</b>	487				578				487			
<b>Resulting Payband</b>	G				H				G			

**Signatures:**



(Arbitrator's Signature)

Mary Ellen Cummings

November 26, 2009  
(Date of Hearing)

December 2, 2009  
(Date of Award)