

## Classification Compensation Advisory Committee

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### Classification Project Delayed

The Oregon University System (OUS) has announced to the Joint Classification Compensation Advisory Committee (CCAC) that allocation of positions into the new classification system will be delayed until early 2016. (“Allocation” refers to the process of assigning positions to classifications in the new classification system.) OUS is committed to ensuring a smooth allocation process and transition into the new system and doing so requires a significant amount of work by employees in many university departments. Historic university governance changes are presently stretching employees extremely thin and departments responsible for allocation into the new system are simply lacking the resources required to insure a smooth allocation and transition.

The new classification system and the employees affected deserve the Universities’ full attention. Delaying the allocation process until 2016 will permit the Universities and those responsible for allocating employees sufficient time to make sure that there are as few issues as possible when the allocations occur. Until that time, the CCAC will continue to review, edit and finalize the newly formed classification specifications. In addition, Universities will continue to review position descriptions to align them with the current realities of the work performed. In this regard, employees are encouraged to review their position description and offer comments to supervisors regarding the work performed.

Negotiations regarding the compensation plan that accompanies the new classification system will occur during 2017 contract bargaining. Employees will continue under the current compensation plan until after the conclusion of 2017 bargaining.

It is the goal of OUS, SEIU and the CCAC to implement a successful classification system that meets everyone’s needs. As a result, the CCAC supports delaying allocation to allow the time and resources necessary to make the new classification system as successful as it can be.

If you have any questions regarding the decision to delay please reach out to any of the following Members of the CCAC:

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