

# From The Hall

## I.B.E.W. Local 2067

Newsletter #2 / January 9, 2017

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Brothers and Sisters,

Since the introduction of the in-scope supervisor assessment, IBEW has had concerns with the use of the online examination provided by SHL. IBEW was of the perception that the examination had subjective questioning that did not assess for attributes required for the types of supervisor positions in the scope of our work. After a grievance as well as several discussions and meetings, we were able to get some changes to the weighting of scoring on the examination but not changes to the questions.

IBEW has since taken the position that the online test does not provide a means to properly assess member's abilities to supervise and had requested that the online examination be stopped.

IBEW Local 2067 has been notified by SaskPower's Total Rewards department that: in light of an ongoing Recruitment process review, feedback, and a goal to provide an improved "employee to job fit" for IBEW jobs; that effective immediately they are discontinuing the online IBEW in-scope supervisor (SHL) assessment.

To also provide further clarification, the in-scope supervisor assessment validity period will continue to be six (6) months; however they are reducing all other IBEW assessments validity period from two (2) years to one (1) year.

For any member who had previously taken the assessment and was unsuccessful they will not have to wait until the six month period has elapsed to bid on a vacant supervisory position for which they are qualified.

The SaskPower Recruitment department is committed to partnering with IBEW Local 2067 and the business to develop reliable and valid assessments on a go forward basis. This will include supplementary assessment tools such as the Predictive Index, interview(s), case studies and/or presentations.

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