



Association des professionnels et superviseurs
Association of Professionals and Supervisors

NEWSLETTER

July 2005

A busy summer!

Agreement on the renewal

The announcement of an agreement between the negotiation teams for the renewal of our collective agreement was made official in a joint communiqué between APS and the Corporation in June. APS members will be asked to submit their opinion in a national consultation to be held in the near future via a vote by mail. The voting procedure will be undertaken as soon as the official texts are available. They are presently submitted to translation as both versions of our agreement share equal legal value.

We will then publish both versions on our web site and we will forward an explanation of the proposed changes to eligible voting members to facilitate better understanding. This will be sent with the voting ballots, along with a return envelope.

Twenty bargaining meetings were necessary to cover the 22 articles of the agreement. The APS committee headed by Mario Poudrier, National President, concluded an agreement considered suitable to the needs of our members. But the last word is in the hands of those of you who will be exercising your right to vote. Everything should be underway before the end of the vacation period, so expect to receive the documentation in the near future.

Changes in the dental plan

Although the free dental plan was coming to an end, we opted to keep the program outside of the scope of the collective agreement, so we could keep participating in the managerial version of dental protection. The changes will be effective in early September.

The good news is that the 1999 fee guide will be replaced by the current 2004 version. The bad news is that we will have to pay for part of it. This means that the reimbursements for dental costs will be significantly upgraded, with a much more generous reimbursement fee guide. The change was prompted by an explosion in the costs of dental claims that rendered the program impossible to maintain. In the new arrangement, the Corporation is sharing half of the cost of the increases while the members will be paying for the other half. This represents for the members a contribution of \$5.09 per pay period for family coverage while the price for individual coverage will be \$1.88 per pay. On one hand, more generous reimbursements, and on the other one, new contributions.

Here is an example of the changes. We are quoting the Ontario fee guide, to illustrate the benefits of this deal, considering that our alternative was to stick with the 1999 guide.

Reimbursements in Ontario	<u>1999</u>	<u>2004</u>
• Complete denture	\$521.57	\$603.58
• partial denture	\$379.32	\$438.96
• Crowns	\$455.18	\$496.74
• Root canal	\$395.13	\$474.57
• Filling	\$ 39.51	\$ 49.05

10 year anniversary

Our 2005 National Council will mark a milestone in the life of our association as we will be celebrating 10 years of APS. The event will be held in Montreal and we are asking all of those who want to join us to plan for the fall. We will announce dates when we send out the voting packages for the renewal of the agreement. Meanwhile all suggestions are welcome. Just drop a word at our e-mail address: aps@apscbcsrc.org.

APS –a professional union

On a completely different note, we are happy to announce the conclusion of our conversion of status to become a professional union. The last step of the procedure involved a request for status change at the Canadian Industrial Relations Board to conclude the process. After almost a full year of requests and approvals we are finally there, recognized under the professional syndicate Law (its official name) to represent our members under a brand new legal status.
