



Association des professionnels et superviseurs  
Association of Professionals and Supervisors

July 2006

# NEWSLETTER

## **Performance evaluations, uncertainty still reigns**

The end of June is the anticipated deadline for the end of the yearly performance evaluation exercise for APS members. At the last meeting of the National Joint Committee held in Ottawa on June 27, a few days before the end of that period, a lot of questions were still looming over this year's campaign.

On top of individual complaints from discontent members, APS representatives were bringing up examples of cases where employees had simply not been met by their supervisors. The response from the employer representatives was the same as last year: refusal to recognize the fact.

If the opportunity arises, APS reps participate in local meetings while on location for the national meetings. This year they attended a meeting of the Ottawa branch while last year they had attended a Toronto local meeting around the same time. Mario Poudrier asked the same question as last year: "How many of you have been evaluated?" About half of the members raised their hands. The comments of those that had been seen were the same as what we heard last year: absence of objectives, symbolic-only meetings, unknown results, etc...

APS learned at the Joint meeting that the employer was turning down the proposal to solve the general grievance regrouping 13 plaintiffs of disgruntled members unsatisfied with last year's evaluations results. A few days before the end of this year's evaluation operation, it is now apparent that we will still be facing major problems despite attempts to rectify the situation.

Despite claims to the contrary, we suspect that a great number of our members are encountering problems with performance evaluations. This is the reason why we are taking the opportunity of this mailing to ask for your collaboration. Included in the present package, you will find in a survey form, a simple question for which you only need to respond by a YES or a NO. Did you have an evaluation meeting with your immediate supervisor this year in May or June? Just check the appropriate answer

---

and slip the form in the postage free return envelope included herein. This will give us a bottom line reading on the application of the system. We will provide you with the results in our next communiqué.

### **New on call formula**

The last National Joint Committee meeting saw the conclusion of the agreement concerning on call duty after more than a year of negotiation. The lively exchanges had started during the last round of collective bargaining where a fair compensation grid was sought for all members of APS.

The subject deals with compensation to be provided for those who have to be available for work outside of normal working hours. Article 18.2.1 referred to existing practices without specifying any norms. To establish a national norm, the parties had to canvass all the different formulas applied throughout the country before getting down to the business of negotiating the actual formula. During this process, we discovered amongst other surprises, that some members were receiving the on call premium but were not paid for time actually worked. At the other end of this, some people were filing hours for work at home without receiving on call premiums for those assignments. The new grid then replaces all existing practises and takes effect July 1, 2006. If an existing agreement has an expiration date, the grid will immediately take effect after. The clause replaces article 18.2.1 of our collective agreement, which was in force until July 1<sup>st</sup>.

From now on, any person assigned to be on duty outside normal working hours will receive the sum of money corresponding for each hour of availability. This is compensation for the time on call and not for time actually worked. You should record all hours actually worked outside normal working hours on your time card as usual.

From 1 to 500 hours of on call annually	... \$1000 gross annually
From 500 to 700	... \$1500 gross annually
From 700 to 1000	... \$1700 gross annually
From 1000 to 1500	... \$2000 gross annually
From 1500 to 2000	... \$3000 gross annually
From 2000 to 4000	... \$4000 gross annually
From 4000 and over	... \$5000 gross annually

### **Election notice**

For all participant APS members, please take note that we are in an election year. Participant members (or members in good standing) are those who have filled out their membership form to obtain the privilege to become a decision maker in our union. This initiative is entirely voluntary; the decision to play an active or a passive role is up to you. APS has always had an open door policy regarding its membership. If you are not yet a member in good standing, you need only to fill out the included membership application form if you wish to participate in the elections to be held this summer. By adding to this your contribution cheque in the amount of five dollars, you will join the vast majority (70%) of your colleagues who make up the heart and soul of our association.

The following positions across the country are up for election.

Local elections: for participating members in Montreal, Toronto and Ottawa, please note that elections are under the responsibility of each local branch. Consult your local executive for details, in each location the hunt is on to find new blood. The Presidents for each of these cities are: Ottawa - Roger Chartrand, Montréal - Stéphane Desautels and Toronto - Emilio D'Orazio.

Regional elections: for participating member in the East (East of the Province of Québec) and in the West (West of the Province of Ontario), a postal vote will serve to elect a representative for each of these two regions to fill the positions of Regional Directors on the National Executive of APS. This election will be held simultaneously to the national election.

National election: all participating members of APS are invited to participate in the election of the National President, the Secretary General and the National Treasurer. Those three positions are also part of the National Executive.

---

---

The National Executive is the decision centre for APS. In addition to the two regional directors and the three national positions up for election, it is made up of two representatives from the two largest branches in APS, Toronto and Montreal, as well as a representative from Ottawa. Each of the three local presidents from those cities sits automatically while the two other reps from Toronto and Montreal are designated by their respective locals. The Executive meets face to face twice a year in accordance to our rules while the other meetings are held through phone conferences.

### **Filing candidacies and propositions**

All participating members of APS can exercise their right to vote by answering the invitation that will be sent to them in our next mailing. The vote concerns two types of decisions; the resolutions submitted at the Annual General Members meeting and the elections for the officers of the Association.

This year, the members' meeting will be held in Toronto. The reunion is scheduled for Sunday, October 29 at a location to be announced in our next mailing. This is where the votes will be unsealed for the election of the officers as well as for the acceptance or refusal of the propositions submitted as resolutions.

In order to file a proposal to submit a resolution to the voting members of APS, a copy of the resolution has to be sent to the offices of the Association by August 31, 2006. The proposal for resolution has to be presented by a member in good standing and has to be seconded by a participant member. A copy of the resolution is to be sent properly signed and seconded to the offices of APS, at 1212 Panet, Montréal (Québec) H2L 2Y7. Two propositions are presented to the members by obligation each year: the financial statements and the nomination of the external auditor.

In order to submit a candidacy for one or the other of the positions up for election, the enclosed application form has to be filled and sent to APS offices by July 30, 2006 at the latest. The document needs to include the name of the candidate, the position sought as well as the signature of at least five sponsors, who are also members in good standing. To be eligible, a candidate has to be a member of the Association in good standing.

The National Executive oversees the applications and presentations to be presented to all voting members for the postal vote if they are in accordance with the Rules and Regulations of the Association.

Enclosures:     return form concerning the performance appraisal  
                    candidacies form  
                    application form for non participating members  
                    pre stamped return envelope