



Association des professionnels et superviseurs
Association of Professionals and Supervisors

May 2008

NEWSLETTER

The framework agreement is signed

At the end of a new set of meetings between the APS and CBC negotiation teams, the parties reached an agreement on the framework to adopt for our future collective agreement.

The existing version expires at the end of June and the parties were attempting since April to eradicate the worst irritants spoiling relations between the association and the employer. In other words, rebuilding the frame to solidify the building. Reference is made here to the interest based approach aiming to get at the source of problems rather than attempt a confrontation on the wording of clauses in the agreement.

The parties have succeeded in identifying the changes to undertake immediately by priority and the items that need to be addressed through the remaining process of negotiation. The most visible of those changes quickly made its way at the top of the list: the new salary increase matrix.

The managerial side had brought its good will to the process by accepting to put on the table the 2008 matrix it had already published in early April. It had announced through its Vice-President, George B Smith, that the proposed matrix was suspended to hear out the propositions from APS.

For many years, the association had been trying without notable success to bring modifications to insure the safeguard of the method used for salary reviews. By signing the framework agreement, the parties officialised the adoption of those changes, applicable in the near future to all APS members. Those changes are the advent of guaranteed minimal increases, the inclusion of single percentage increases and the disappearance of lump sum payments as substitutes for salary increases.

1. Guaranteed minimums

Until now, salary increases were applied on a discretionary basis, inconsiderate of results obtained in performance ratings. A maximum amount was announced but never a minimum. In this year's matrix, for example, a fully met rating for employees in the reference zone would yield an increase of *up to 2.5%*. The words *up to* could be interpreted to mean 0%, 1% ...or any other amount below 2.5%. This margin was simply not acceptable to APS. This year, for those same employees, there will be a minimal threshold to accompany the maximum. For an employee in the reference zone but under the midpoint mark, the increases will vary between the guaranteed minimum of 2.25% and a maximum of 3%. In all cases of increases, there will then be a guaranteed minimum.

2. The inclusion of single percentages

Although APS was aiming for single numbers for all cases of salary increases, the request was only partially met. In the new grid, some slots will reflect only one percentage. For example, employees in the entry zone having *significantly exceeded* results will receive 4.2% (the highest increase). Those receiving such single percentages will be either at the top levels of performances or at the very bottom. APS is launching this concept to eventually replace the minimum guaranteed rate; we will await reactions.

3. The disappearance of lump sum payments

Except for one exception, there will no more lump sums to replace salary increases. The only employees receiving lump sums will be the ones situated above reference plus (yes they exist!). Their number is however extremely limited and the situation is exceptional, thus the acceptance to follow the employer's request. However the vast majority of members will be receiving salary increases in percentage form. This change is also welcomed because some 10% of increases were paid in forms of lump sums mainly affecting employees situated at the higher echelons, over the midpoint of their respective bands.

For the total picture of increases, an average 2.5% will be paid out for performances while 0.5% will be dedicated to band increases. They will be upgraded to approximately 1.6% of their actual levels. Another amount representing 0.5% of increases will be allotted to employees holding jobs that are judged to be under the employment market value. They have been identified by the remuneration service as the result of comparative studies. Following is the new matrix, which will be in application June 23; payroll adjustments are scheduled for July 17, 2008.



Association des professionnels et superviseurs
 Association of Professionals and Supervisors

Salary Increase Planning Matrix – June 2008

	ENTRY	BELOW MID POINT	ABOVE MID POINT	REFERENCE +	ABOVE
SIGNIFIANTLY EXCEEDED	4.2	3.6	2 to 4	1 to 3	Lump Sum
EXCEEDED	3.85	3.2	2 to 3.5	1 to 2	Lump Sum
FULLY MET	2.5 to 3.5	2.25 to 3	2 to 3	1 to 1.5	Lump Sum
PARTIALLY MET	1 to 3	1 to 2	0	0	Lump Sum
NOT MET	0	0	0	0	Lump Sum
