



Association des professionnels et superviseurs
Association of Professionals and Supervisors

May 2008

NEWSLETTER

Main features framework agreement

A **new salary increase grid** of 3.5% made up of a 2.5% hike for performance, a 0.5% adjustment for scale increases and 0.5% for specific job adjustments. (See our newsletter on the subject as well as the new Matrix)

The **integration of training in annual performance evaluation** to finally introduce the notion of career planning in our professional lives (clause negotiated in 1996). This feature will be introduced by the implementation of the Talent Management system, first starting by means of pilot projects before being applied to all. APS will be present in all phases of the change. Changes to our agreement have already been negotiated.

Also, in the Talent Management change, the introduction of positive modifications to performance evaluation, including an on-going revision process for employees as opposed to a fixed twice a year revision.

A **reinforcement of Joint Committees** by the nomination of a responsible national officer by the employer, an annual increase in the number of sessions with the advent of special sessions dedicated to five specific priorities: work/family balance, health and security in the workplace, training and professional development and the application of the collective agreement by managerial personnel.

Two sensitive articles resolved: **performance review** (art. 10) and workforce adjustment (art.16).

Performance review

First a change in the title to reflect the new mentality, the article will be re-titled performance management. In this context the employer is now committed to follow a uniform model to fix objectives and mainly to insure that all our members participate and have a full understanding of their targets. Employees will also be able to modify objectives on an ongoing basis as opposed to the twice-a-year system now in place. And finally, their inclusion for training and professional development, not only for career planning purposes but also as a redress process in the case of non-met work objectives.

Workforce adjustments

Here the employer has accepted to tighten the selection criteria in the case of a lay-off affecting a more senior employee. The results of the last three performance evaluation results, as well as the criteria related to the job-to-be filled, will be retained. Furthermore, if other elements of selection should be used, they will have to be the same as those used in the performance management process described in art. 10.

Thus a new set of criteria to avoid arbitrary choices such as we have seen in the past. There is also a major upgrade for victims of a job loss wishing to return at the CBC. Among other provisions, employees aiming for a different job will benefit from an adaptation period to qualify for the new job that could stretch to a maximum of six months to acquire the competencies related to the new position.

An understanding by the parties to review all our job descriptions as well as their evaluation.

Both parties recognize the necessity for a major re-haul. On its side, APS was looking to redress job descriptions while the employer was considering a new evaluation system. The terms of the mandate for the committee still need to be negotiated; this is one of many items left on the table for the continuation of exchanges between management and the Association. For sure, however, the duration of the operation to overhaul will not be shorter than 12 months and it won't exceed 24 months. The number of descriptions will be reduced (presently the count hovers around 400) and they will reflect today's environment (some descriptions have more than 15 years of existence). Same thing for the evaluations related to them: a major redress is needed.

Others items of interest have been tackled within this framework agreement concerning our working conditions. The APS negotiating team is coming out of this initial round with the conviction that a change of attitude is taking place on the managerial side. This is why it is looking ahead with optimism. The actual gains already in the bank lead us to expect the best negotiation in our short history. A file to be closely followed.
