



Association des professionnels et superviseurs  
Association of Professionals and Supervisors

July 9, 2008

# NEWSLETTER

## **Salary increases**

We are observing an alarming number of employer misconducts for salary increases since the launching of the performance evaluation period in the month of May.

Some of our members have not received to date their annual evaluation convocation in the worst examples of transgressions. This is happening in the Toronto area. In Montreal, members are being deprived of their results under the pretext of uncertainty with the matrix for increases. For those cases as well as for the cases where no evaluation is performed we are facing unacceptable conducts that we will address.

The situation is nonetheless as clear as light: the employer cannot go against its own rules of conduct. As long as no replacement agreement has been signed, existing working conditions apply.

We would hope that those omissions remain isolated cases. After all this is the livelihood of our members. It is absolutely forbidden to penalize employees because of negotiations. The Law is clear on this as well as the policies relating to performance evaluation conduct.

All employees have the right to receive their performance evaluations and all employees are entitled to know their results. Ask to meet with your immediate supervisor if you are victim of one or the other of those transgressions.

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