



Association des professionnels et superviseurs
Association of Professionals and Supervisors

August 6, 2008

NEWSLETTER

Negotiation update

Vacation time hampered the hectic schedule the parties had followed until mid-June with the hope of renewing the APS collective agreement. The completed texts encompassing everything negotiated until now were handed in on July 25. The target date for the completion of the task had been set originally for June 13. A delay also related to the amount of new material to be included in our next contract. In total this negotiation will yield more changes than we have seen in all of our previous dealing with the employer.

The APS negotiation team will spend the next weekend (August 8th) analysing the content of the documents to prepare for the next round of meetings with the employer now scheduled for August 27,28 and 29 instead of the previous week on account of vacations.

Money in the bank

From across the country, we are fielding questions from worried members about this year's salary increases. The June 23rd date has not been modified for the inclusion of increases. CBC is waiting for the conclusion of negotiations to implement the changes. APS strongly disagrees with this tactic as it goes against the grain of permissible actions in negotiations. Our legal advisors have been notified and the matter is being closely monitored. It should be "business as usual" when negotiations are on and this is clearly not the case. However the only major set back for our members is that their moneys will be paid retroactively from the June 23rd date.

In essence the following steps should have been completed for all our members:

1. convocation by the immediate supervisor for the purpose of the yearly performance review
2. the evaluation meeting with the supervisor
3. the issuing of the rating (fully *met* etc...) arising from the meeting
4. the salary increases resulting from the rating keeping in mind the member's place occupied on the salary band.

We are again including the new matrix as well as the salary bands for those who have not been made aware of the results of their evaluation. We remind you that those increases are your minimal numbers as you could benefit from scale or market adjustments in addition.

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

EFFECTIVE June 23, 2008 / EN VIGUEUR LE 23 juin 2008

BAND / PLAGE	ENTRY ZONE / ZONE D'ENTRÉE		REFERENCE ZONE / ZONE DE RÉFÉRENCE		
	MINIMUM	LOW / BAS	MID / MI	HIGH / ÉLEVÉ	REFERENCE PLUS / RÉFÉRENCE PLUS MAXIMUM
PB1 / PS 1	\$28,500	\$30,350	\$34,500	\$40,500	\$47,700
PB2 / PS 2	\$32,000	\$36,500	\$42,400	\$46,400	\$54,000
PB3 / PS 3	\$37,500	\$42,900	\$49,450	\$54,800	\$58,500
PB4 / PS 4	\$43,000	\$49,000	\$55,400	\$61,500	\$69,800
PB5 / PS 5	\$46,500	\$52,500	\$61,800	\$71,000	\$77,200
PB6 / PS 6	\$52,000	\$58,000	\$66,700	\$76,000	\$84,000
PB7 / PS 7	\$58,500	\$67,500	\$79,000	\$88,100	\$97,000
PB8 / PS 8	\$70,000	\$82,500	\$93,000	\$104,000	\$115,500
PB9 / PS 9	\$79,500	\$96,000	\$108,000	\$121,000	\$138,000
PB10 / PS 10	\$93,000	\$108,000	\$122,500	\$138,000	\$158,200

If any of those steps have been omitted or thwarted, we remind our members that the grievance procedure is there to protect you. Most of the problems highlighted in our July 9 communiqué have been resolved, because our members stood up and made us aware. Your local representative is your best ally; do not hesitate to communicate with him or her.

In the meanwhile keep track of our communiqués, as we will notify our members of any new development concerning the payout of increases dating back to June 23rd.