



Association des professionnels et superviseurs
Association of Professionals and Supervisors

NEWSLETTER

APS National Council - October 24, 2009

Delegates representing the different regions of the country met in *Sainte Adèle*, in the *Quebec* Laurentians, to participate in the annual National Council meeting of our union. on October 24. As usual, a packed agenda awaited the group to review last year's activities as well as to prepare future endeavours.

At the top of the list for the latter was the revision of our compensation system, which is scheduled to start on November 5. Both parties (the employer and APS) had agreed to undertake a serious re-appraisal of the DBM system in light of it's many outdated facets. Above everything else, the need to simplify the job description system will be at the heart of the operation. Mario Poudrier, our national President, made sure to underline the fact that no APS member will come out of the review with a drop in salary. APS secured the help of a compensation specialist (Normand Gélinas) to assist our team in the project. He was present at the Council to meet the members and to give an account of his past experience. Mario will head the APS team and he invited all those who wanted to participate to contact our offices by email.

A change in the rating system

At the top of the list of past accomplishments Mario explained a modification to the appraisal grid used for salary increases. From a five degree rating system starting at the NOT MET level to the LARGELY EXCEEDS rating, the new grid will be composed of four (4) levels. This modification came as proposal from the employer to match the new talent evaluation system now being introduced for performance appraisals. The proposition, which was negotiated, was to keep intact the three lowest ratings (Not met, Partially met and Satisfactory) and to keep only one level for those who surpass expectations. By merging together the two highest ratings, a larger number of APS members will be entitled to the top salary increases. The analysis of last year's results showed approximately 5% of members reaching the top rating while 15% reached the penultimate level (Exceeds expectations). With the new grid 20% of members will have access to the top ranking. The new matrix is presented in this page under the heading of NEW SALARY INCREASE MATRIX. (click to consult.)

<http://drupal.apscbcsrc.org/files/generic/NewGrid2009.pdf>

New participants

In terms of participation to the Council, many new comers were on hand to join in the discussions concerning the orientation of our association. Pascal Tremblay from Ottawa came in as our newest recruit while Jason Coleman from Vancouver and Wally Chin from Toronto came in as the old pros on the comeback trail. Gabriel O'Brien from Toronto had no problems in assuming his new role on the National Executive by merging quite actively into the group. Nicolas Ouelette and Sylvie Létourneau on their part introduced a new dimension to the Council by reporting on EAP initiatives.

Annual General Assembly

The Annual General Assembly of members was held on the Sunday as well as a session of the National Executive Committee. Large majorities approved all the four propositions submitted nationally by postal voting. They all concerned financial matters. Two of them dealt with changes in our By-Laws to extend delays in the production of annual statements and to eliminate local reporting responsibilities that no longer apply. The two others were the acceptance of our financial statements and the nomination of our new auditors.

A detailed account of proceedings will follow as soon as the transcripts of the National Council become available.
