



Association des professionnels et superviseurs  
Association of Professionals and Supervisors

April 7, 2011

# NEWSLETTER

## APS Recommendation

The following recommendation was adopted as the result of a meeting held in Montreal on April, 2011 in conformity with Article 5.2.1-d) of our collective agreement.

The article concerns the obligation to meet prior to the annual salary review. The elected representatives of APS, Mario Poudrier, Emilio D'Orazio, Andy Libby and Stéphane Desautels were made aware that, this year, the Corporation would not allow a repeat of the 0.5% increase sum required for market and scale adjustments as well as the elimination of evaluation rating disclosures by supervisors during performance evaluation meetings with APS employees.

Despite strong and unanimous opposition from the APS, the two changes were upheld. APS is therefore faced with no other recourse but to take action in its commitment to defend the interest of its members.

APS has taken the decision to recommend to its members to forgo this year's performance evaluation meeting with their immediate supervisors. On April 4, 2011, the employer confirmed its intention of suppressing an important part of the process that has been with us for as long as the existence of PSMD; the announcement of the results of evaluation by the supervisor. In so doing, the CBC is opting to slip further into the control of budgets over merit in the appreciation of individual efforts.

This change was enacted after many complaints from APS as to the fairness of some evaluation results in past years: mainly, the downgrading of employee's results after the initial rating given by the immediate supervisor. The new measure takes away the implication of the supervisor. No employee will now receive a rating by the supervisor. The outcome affecting everyone's salary

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increase will be decided elsewhere. The supervisor will meet with the employee without giving any rating. The proposed text of the change reads clearly: "Once the recommendations have been approved by the Vice-president, People and Culture, the results will be confirmed to the planning manager...Planning managers will provide a letter to the employee detailing the final approved recommendation." (from the proposed 2011 Salary Review Guidelines p.3) .

The door becomes now wide open to arbitrary decisions by the elimination of the deciding role of the immediate supervisor. APS strongly believes that decisions over performance ratings should stay where they have always been, between a boss and his or her employee. Problems encountered in the past have largely originated as the results of overturning the agreement between the two.

This is why members are invited to stay away from this year's meetings with their supervisors. In cases where forceful attendance will be attempted, members need to comply, not forgetting to notify your APS representative. Refusal to sign the evaluation sheet should be done in all cases. Refusal to accept the forced signature of any document related to performance evaluation by resentful members will be supported wholeheartedly by APS.

Again if you are confronted with such a situation, notify your local representative.

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