



Association des professionnels et des superviseurs (APS)

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## **Questions and answers concerning our recommendation to forgo this year's performance evaluation meeting with your immediate supervisors.**

### **Q- On what ground is APS standing to resort to this position?**

A- In addition to individual complaints on the topic, the results of the internal consultation made by the CBC with its employees *Dialogue Survey*, show that 55% of APS employees are dissatisfied with recognition measures originating from the employer. Moreover CBC is now using forced distribution for performance evaluation results. This means that even if your immediate supervisor considers your performance as acceptable, a Vice President has the power to change the result to "not acceptable" to meet statistical requirements. APS stands firmly against this practice.

### **Q- Even if the evaluation meeting has been scrapped, should we accept to discuss our performances with our supervisors?**

A- APS believes that discussions between supervisors and employees are part and parcel of every day relations as well as good management practices between the two. The APS recommendation is only geared to the annual PMSD meeting because the supervisor cannot disclose any more performance ratings to our members, as it was done in previous years.

### **Q- Was this recommendation badly received by the CBC management?**

A- The reaction from the corporation was in favour of collaboration rather than opposition. We have also received favourable comments on an informal basis; support from many managers who believe that the process of performance evaluation is badly managed, and requires procedural changes.

**Q- If I am in disagreement with my salary increase this year what do I do?**

A-Our collective agreement is there to help. Art. 19 gives you the possibility to forward a plaint to your immediate supervisor which can be converted into a grievance if you are not satisfied with the response. In such a case do not forget to warn your local APS representative. There could be the lodging of a general grievance in the event many cases should arise.

**Q- If our salary increases are tied to our performance, what will happen this year?**

A-The process of salary review is not necessarily tied to the evaluation system and it should normally begin on May 9, 2011. After the forced distribution of increases that the CBC will produce (with or without performance evaluations), the results should be unveiled between June 13 and June 24. This is what the 2011 Salary Review Guidelines for APS employees stipulates. In case of disagreement regarding increases we can turn to the grievance procedure under article 5.3.1 of our collective agreement.

**Q- I already had my annual review with my supervisor. What will happen?**

A-The meeting was held BEFORE the unveiling of this year's policy review. If your boss has given you a rating, it was done without the authorizations required by his supervisors. The rating will surely be revised.

**Q- Why are you announcing this measure so late?**

A- The Corporation announced on April 4 its intention to drop the transmissions of evaluation results at the same time it confirmed the refusal to include an extra 0, 5% in salary increases to follow the market and for adjustments in our salary scales. Both items were there last year and this year they are abolished. The announcement was made by the CBC to meet its obligations under art. 5.2.1.-d) of our collective agreement. APS published its recommendation on April 7, three days after. The time frames are entirely those chosen by the Corporation.

