



**MEMORANDUM
OF
AGREEMENT
2016**

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GETTING THE MANDATE

- CROP SURVEY
- PAST EXPERIENCE
- BY RESOLUTION OF APS NATIONAL EXECUTIVE
- GRIEVANCES

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CROP SURVEY

- **EXCELLENT PARTICIPATION OF MEMBERS**
- **353/666 MEMBERS = 53% PARTICIPATION RATE = ACCURACY OF 99% OF MESURED RESULTS**

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CROP SURVEY

- **MAIN ITEMS TO CONSIDER FROM THE SURVEY**
- SALARY INCREASES 35%
- JOB SECURITY 33%
- SALARY LEVEL 12%
- FLEXIBLE HOURS OF WORK 9%
- BENEFITS 9%
- PROFESSIONAL TRAINING 2%

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NEGOTIATION

- NEGOTIATION COMMITTEE:
- Andy Libby – Toronto Local President
- Nathan Farr – Ontario Director
- Stephane Desautels – Montreal Local President
- Isabelle Benoit – Quebec Director
- Claude Beausoleil – APS General Manager and Industrial Relations Counselor.
- Mario Poudrier – National President
- Negotiation mandate given by the National Exec.

NEGOTIATION

- From May to the end of June 2016
- The mandate respected our members will
- Major topics solved
- Proposition for a 4 year-contract plus a 2-year option.
- This is a living agreement.

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MAIN CHANGES

- **SALARY:**
- Members will reach the mid-point of their salary band at the latest the beginning of their 8th year of satisfactory appraisals.
- New salary grid with minimum guaranteed.
- A general average salary increase of 1.5% plus 0.7% as progression.
- All other salary adjustments outside of the yearly salary increase.

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MAIN CHANGES

FINAL PROPOSAL OF 1.5% AVERAGE INCREASE PLUS 0.7% PROGRESSION

	ENTRY ZONE	UNDER MID-POINT	ABOVE MID-POINT	REFERENCE PLUS	ABOVE
EXCEED EXPECTATION	3,10%	2,50%	1,90%	1,15%	Lump sum
MEET EXPECTATION	2,00%	1,70%	1,40%	0,80%	Lump sum
PARTIALLY MEET	1,00%	0,50%	0,00%	0,00%	Lump sum
DO NOT MEET	0,00%	0,00%	0,00%	0,00%	Lump sum

The general average increase cannot go beyond 1.5%. If the increase is higher this grid will be adjusted accordingly to reflect the new percentage.

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MAIN CHANGES

- **JOB SECURITY :**
- Better possibilities for preferential reengagement.
- Possibility, according to skills and abilities, to bump a contractual employee not covered by the article 16.
- Notion of Service in lieu of Department.

MAIN CHANGES

- A maximum 60 contractuels may not be affected by a possible bumping process (to be determined by the employer).
- Reduction of layoff notice for contractuels.
- Upon request, all contractuels at the exception of those hired for a specific task with a specific time frame, will obtain permanent status after their third complete year of continuous service.

MAIN CHANGES

- **ON CALL :**
- Members On Call, when called, have to put 3 hours of work on their time sheets. These hours will be paid or placed in TOIL and will not count in the calculation of overtime.
- The maximum annual allowance will be raised to \$10,000 from \$9,000.

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MAIN CHANGES

- **OTHERS :**
- New notion of external consultant that cannot be hired to do the job of an existing permanent employee.
- In case of layoff or disciplinary measure, the only documents that can be used must have been produced before the date of the layoff or disciplinary measure.

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MAIN CHANGES

- The employee only can choose the nature of his/her time-off and it cannot be changed by the employer without employee consent.
- That new collective agreement will end on a month of March. This will give more time to negotiate before the yearly salary program.

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UPCOMING EVENTS

- After approval of the final texts by the National executive, those texts will be published on our web site: **apscbcsrc.org**
- The voting period will start on October 17th and will last 7 days by electronic ballot.
- There will be included in this ballot voting for the position of National President as well as the Secretary General and our financial auditors.

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THANK YOU

QUESTIONS ?

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