

New Agreement

Presentation made by Mario Poudrier

This is the summary of the presentation made by Mario Poudrier, National President of APS, to explain to our members the proposal for the collective agreement renewal that will be submitted for ratification to the membership on October 15, 2013. The decision to accept or to reject the agreement belongs to the voting members. A majority of votes (50%+1) expressed is needed for the agreement to be accepted by the Union.

A new approach

In past years, the National Council was the main source for the make-up of the APS negotiations mandate. This time around at the annual meeting of our Association, a new way of dealing with the matter was decided. On top of the usual sources of information, APS secured the services of a professional polling company to consult members on an individual basis, a first we believe in the process of union consultations.

Our members responded with enthusiasm by participating massively to the CROP survey, guarantying an accuracy rate of 99% (428 participants).

Mario did not miss the opportunity to show the difference that the recourse to the survey brought to the table by comparing the priorities in the last two APS Negotiations. In the previous negotiations work/life balance was on top of the list while this time around salary increases occupied the first place.

Listed by level of priority, the results of the survey showed salary increases were also far ahead of all others with a 36% preference rating, followed by job security at 24% and salary levels at 21%. Following those main issues a series of lesser priorities were identified by our members all of them at 6% or less; social benefits, flexible hours, training and work from home.

The Negotiation

The Negotiations Committee for APS was made up of Andy Libby, Toronto President, Stéphane Desautels, Montreal President, Claude Beausoleil General Manager and Industrial Relations advisor along with Mario Poudrier, National President. The negotiation period started in April and was completed at the end of June in a continuous non-stop mode alternating between Montreal, Toronto and Ottawa locations.

On a total of 26 union demands submitted by APS, 18 were settled to be incorporated into a three-year agreement that will expire on June 30th, 2016. The contract will be a living agreement which means it can be modified during its lifespan if the parties agree to do so.

The results

Salary increases

- A new formula has been introduced to determine salary increases. First there is now a guaranty to reach the mid-point of salary bands after 8 years of seniority for continuous acceptable performances in PSMD ratings.*
- Secondly, salary increases will always match at a minimum, step as well as general increases given to other groups. The new formula was applied successfully this year.*
- Also, on the topic of increases, Mario underlined the fact that 94% of our members favored performance on the job to be maintained as part and parcel of their salary increases. Finally, the*

Corporation has the option as it did this year, to adjust salary scales to market changes as well as specific increases for positions in high demand on the job market.

- On the topic of, **performance evaluations**, both parties have agreed to undertake a major re-haul of PSMD. To do so, an initial meeting of the Committee on the question is scheduled to start on September 30th in Montreal.

Two consecutive days of rest per week

For our members that have to work on one or the other of the two consecutive days of rest in a week, an immediate pay-out, at time and one half, will be possible to obtain instead of waiting at the end of the quarter if so desired by the member.

On Call

In the future, management has the obligation to specify in writing « on call” assignments. The employee will then receive notification of said status as well as the duration of the assignment.

Preferential re-engagement

In cases of lay-offs, members are given increased access to re-deployment by an up-grade in preferential re-engagement qualifications.

Dental plan

Contributions to the Dental Plan continue to be top grade with a \$5,22 price tag for family coverage.

Flexible hours of work

For certain employees in I.T., flexible hours of work are maintained as a feature in working conditions options.

Other changes

- a new agreement on student internships to provide better frame for the status of students coming into the workforce
- a committee to review job evaluations
- the recognition of normal working hours
- the respect of seniority for the choice of vacation periods
- the reimbursement of doctor’s fees related to the employer’s requests
- the re-inclusion of significant Corporate policies in the collective agreement
- the rest of the changes in the collective agreement are all included in the text attached to the present document.

Finally, to be noted among other changes, is the message sent to all of our contract employees during the negotiation to seek those interested to consider a change in their status. The survey had surprised everyone with a 58% positive respond by contract worker to examine a change in their existing status. All those interested in switching their status responded to a questionnaire to that effect. It was transmitted to management and we are waiting for the responses.

Mario, in his presentation to the members, reminded them that another consultation will be made at the same time as the vote for the agreement which involves a vote to accept the new APS By-Laws and the financial questions. The voting period will be held from October 15th to October 18th, 2013.