

Centre For Leadership and
Human Resource Management

Centre de développement du leadership
et de gestion des ressources humaines



Employee Relations Division

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May 13, 2005

Mr. Terry Baxter
Chief Negotiator, OPSEU
100 Lesmill Road
North York, Ontario
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Dear Mr. Baxter,

Re: Article UN16.2

This will clarify the intention of the proposed Article 16.2. The words "shall continue to be eligible" are intended to capture the same formula for eligibility as are currently applied under Article UN16.2.3. Specifically:

- a) Employees who have been at the maximum of the range for at least 12 months, and are currently receiving the increase of 3% as prescribed by UN16.2.3, shall continue to be eligible to receive it;
- b) Employees who have been at the maximum of the range for less than 12 months shall receive the increase of 3% once they have been at the maximum for 12 months;
- c) Employees who are not at the maximum of the range will receive the increase of 3% once they have been at the maximum for 12 months;
- d) Eligibility shall, in each of (a), (b) and (c) above, continue to be based on satisfactory performance.

I trust this is satisfactory to clarify the matter.

Yours truly,

Elizabeth McKnight
Director, OPSEU Negotiations