

NO MORE CUTS

Rebuild our public services!

**SECOND
EDITION
MAY 14, 2005**

Are you the manager's favorite?

Pay for performance stays

Back in the bad Tory days, Mike Harris had a grand plan: Pay for performance.

Pay for performance would have allowed managers to unilaterally decide who would and would not get a pay raise within a job classification. This was a way to introduce favouritism into the pay structure and give managers a not-so-subtle way to discipline people – e.g., union activists sticking up for their co-workers.

Since 1999, there has been an appendix in the collective agreement that allow the parties to discuss the “concept” of pay for performance. Obviously, those discussions never took place.

This round, the bargaining team asked the employer to just delete this appendix, so we can say goodbye to this “concept.” It was a straight housekeeping item.

The employer, mysteriously, didn't agree. They don't want to delete this appendix. They want to keep it around, and they don't want to say why.

Our position is very, very clear: We will never agree to pay for performance.

Let's get rid of it for good.

What's on the table:

Bargaining proposal as of May 12, 2005

No response to union proposal

**EMPLOYER
PROPOSAL**

Eliminate Appendix 16 - Pay for Performance

**UNION
PROPOSAL**