

NO MORE CUTS

Rebuild our public services!

**SECOND
EDITION
MAY 14, 2005**

“Max + Merit” has not changed...

No new money!

In the employer’s offer, it makes reference to a change to Article UN16 - Salary. Here’s what the new language means.

In the last collective agreement, Article UN16 allowed employees who had been at the top of their wage grid for 12 months to receive up to an additional three per cent “merit” pay. This merit pay was stepped in one per cent intervals each year for the three-year contract.

All members who have been at the maximum of their wage grid for at least 12 months should also be getting the additional three per cent.

The change that the employer has proposed does not add any new money to the offer. All the employer has proposed is that the new language removes the one per cent “steps,” and continues with the “max + merit” pay of three per cent for the duration of the new agreement. And this increase can be taken away if you do not have “satisfactory performance.”

According to the employer’s figures, 74 per cent of classified members have been at the maximum of their wage grid for at least 12 months and are receiving the additional three per cent. These members will not take home any additional money under the change to Article UN16. Those who aren’t at the maximum of their wage grid may get the additional three per cent if they become eligible.

The change to the wording of Article UN16 is not a gift from this employer. The “max + merit” provision was bought and paid for in the last round of bargaining. It was already yours. You aren’t getting anything extra.

Don’t be fooled into thinking that this language change will give you an additional three per cent on top of the two per cent on the table. It doesn’t.

What's on the table:

Bargaining proposal as of May 12, 2005

**EMPLOYER
PROPOSAL**

ARTICLE UN16 - SALARY

Delete Articles 16.2.1, 16.2.2 and 16.2.3 and replace with:

"16.2 Effective January 1, 2005, an employee who is at the maximum of the salary range for his or her classification shall continue to be eligible for an increase to his or her rate of pay of three percent (3%) over the maximum rate of the classification. Such increase shall be based on satisfactory performance. For greater certainty, this increase is in lieu of, and not in addition to, the amounts provided for under 16.2.1, 16.2.2 and/or 16.2.3 of the former collective agreement."

In a letter dated May 13, 2005, the employer states:

"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 UN 16.2.3, 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."

**UNION
PROPOSAL**

- The current max merit rate becomes the maximum rate for the salary range with employees automatically progressing on the grid
- Renew UN 16 for the life of the c.a. with the removal of any reference to "satisfactory performance"