



# “Hey, baby!”

Your boss has a little proposition for you.

It’s called “pay for performance.” It affects employees who aren’t yet at the top of the pay range in their job classification.\*

Under pay for performance, the pay grid would disappear. You would not automatically move up the steps on the grid – the steps would be gone. Instead, your manager would be able to **unilaterally** decide if you would get a pay raise within the range allowed in your job classification.

Try to imagine how this might play out between you and your boss, or your boss and your co-workers.

If your boss takes a dislike to you, for whatever reason, pay for performance could become a not-so-subtle form of discipline. You would not be able to grieve if your pay did not go up.

Under the employer proposal, managers would allot performance pay from a single envelope of money. In other words, for every person who got an increase, another person (or persons) would not.

It would all be up to your boss. And while many OPS managers may be fair and reasonable, many are not.

“Pay for performance” is a **bad** idea. Collective bargaining is about fairness. Pay raises should be for everybody, not just a few of your boss’s favourites.

---

\* If you’re already at the top of the pay range, pay for performance does not apply to you. You get **nothing** from pay for performance.

# What's on the table:

*Bargaining proposals as of Feb. 4, 2002*

---

## **EMPLOYER PROPOSAL**

### ARTICLE 7 - PAY ADMINISTRATION

7.1.1 Effective the date of ratification, salary steps within a classification shall no longer be applicable, and the provisions of Article 7.9 shall apply.

#### 7.9 PAY FOR PERFORMANCE (New)

7.9.1 As prescribed by Article 7.1.1, employees who are not at the maximum salary rate for their classification are eligible for an increase based on performance. The total available envelope for performance increases shall consist of an amount equal to three percent (3%) of the aggregate straight-time annualized salaries of classified employees who are eligible for performance increases in the OPSEU bargaining units as calculated at the commencement of each year of the collective agreements. A performance increase for a twelve (12) month work cycle coinciding with the employee's anniversary date shall be processed in an amount of 0-5% of his or her salary rate at the discretion of the Employer. An employee's performance increase for satisfactory performance shall be three percent (3%) of his or her salary rate. For greater certainty, a performance increase shall not increase an employee's salary rate beyond the maximum rate for the classification, except as allowed by classification note or salary allowance.

7.9.2 Individual disputes over an employee's performance increase shall not be arbitrable. Arbitration shall be limited to ensuring that the envelope has been spent.

7.9.3 The Employer shall provide the Union with a breakdown, by Ministry, of the results of pay for performance by September 30<sup>th</sup> of each year.