

## **Conciliation Counter-Proposal**

### **Without Prejudice**

Union to Employer

October 25, 2007 3:30 pm

**Agreed-to language (as per Employer October 25 document, including, but not limited to, FAPA, Premiums, Pension, MOA's on Scope & MOA's, Essential Services Protocol), except as follows:**

#### **Compensation-**

- Red-circled employees */market*
  - 5%/5%/5%
  - Money doesn't go to pension etc.
- General Wage Increases
  - Willing to accept the Employer-proposed elevation of salary ranges 6%/4%4% (as per their proposal)
  - Willing to accept the Employer-proposed general salary increases of 2.5%/2.75%/3%
- Increments
  - 2%/yr, as per last CA
  - Shall not be tied to performance reviews
  - Do not agree to Employer item #21 October 25th (increments)
- For purposes of implementation of the Agreement, market supplements will not be considered for calculation of wage adjustments. Base salary will be considered.

### **Benefits -**

- U of R = 1.4% Jan 1, 2008 (total 6.1%)
- U of S = 0.6% Jan 1, 2008 (total 6.1%)
  - Plus the ability to move the money around to the most beneficial place.

### **EDO's-**

- As per Doug Forseth's clarification, and Union October 24<sup>th</sup> proposal, items 13 and 20.

### **Article 10.3.6-**

- 30 days break in service to 60 days
- Not a significant cost item
- Union believed we had verbal agreement at the table
  - It was discussed in that context at the table
  - The issue was documented on our website, and the Employer never refuted that it was agreed-upon.

### **All other issues**

It is the Union's belief that all issues that are outstanding (August 16, 2007 detailed package) as of today remain outstanding until an agreement is reached. If the issues are not resolved here, then our position will revert to our position on August 16, 2007.