

COLLECTIVE AGREEMENT PROPOSALS

COMPARATIVE TABLE

	EMPLOYER	AJC
Salary – Economic increase :	<ul style="list-style-type: none"> - 1.5% per year starting May 10th, 2006 - maintain a higher regional rate of pay for Toronto 	<ul style="list-style-type: none"> - From 20% to 35% catch up increase depending on the category from April 1st, 2006 - 4.75% increase per year starting April 1st, 2006 - Repeal the higher regional rate of pay for Toronto
Salary – Merit increase :	<ul style="list-style-type: none"> - LA-1 and LA-2A : fixed annual increase of 4% without lump sum for counsels at the top of their range - LA-2B and above : discretionary increase of 3%, 7% and 10% 	<ul style="list-style-type: none"> - LA-2 : 5% and 8% depending on merit - At least 20% of LA-2 shall receive 8% - At least 78% of LA-2 shall receive 5%
Professional progression :	Compulsory competitions to be promoted from LA-1 to LA-2A	Automatic promotion from LA-1 to LA-2A
Annual leave :	<p>Based on years of service with the government :</p> <p>0 to 5 years : 15 days 5 to 15 years : 20 days 15 to 17 years : 22 days 17 to 18 years : 23 days 18 to 25 years : 25 days 25 to 28 years : 27 days 28 and more : 30 days</p>	<p>Faster progression based on years of call to the bar :</p> <p>0 to 3 years : 15 days 3 to 5 years : 17.5 days 5 to 10 years : 20 days 10 to 20 years : 25 days 20 and more : 30 days</p>
Alternative work arrangements :	No specific commitment to protect all alternative work arrangements, including flexible arrival and departure times, compressed work weeks, telework, leave with income averaging and pre-retirement leave.	Protect all existing alternative work arrangements.
Offices :	No specific commitment on the physical aspects of offices	Closed offices with windows for all counsels.
Sick leave :	1.25 days per month	1.50 days per month
Compensatory travel leave :	One day for the first 40 consecutive working days and one day for every 20 consecutive working days	Two days per 7 consecutive working days.

	thereafter, up to a maximum of 5 days of compensatory leave per year.	
Additional rights for LA2-B :	Repeal without grandfathering, including loss of the payment by the employer of the contribution for life insurance and the parking grant	Maintain all existing rights
Retroactive effect of the collective agreement :	No specific provisions	Specific provision to ensure retroactivity – i.e. retired counsels and those who left government before the coming into force of the collective agreement will benefit from it starting on April 1st, 2006 and pensions will be adjusted accordingly.

(This table contains a summary of the important differences. If you wish to obtain more precise information, we invite you to consult the propositions available on the AJC website at www.ajc-ajj.com)