

### **Question:**

My VP is telling the membership in CYQX that the normal procedure for classification salary changes is that 1/3 will go up ,1/3 will stay the same and 1/3 will go down.I have been a Flight Service Specialist in CYQX for almost 19 years ,since I have been here I have seen CATCA get reclassified twice. ATOS get reclassified twice and IBEW reclassified once and NEVER HAVE I SEEN ANYONE GO DOWN IN SALARY. I am wondering why is this so in ATSAC? Patiently waiting for an answer and a reclass for 19 years!!!

### **ANSWER:**

"We appreciate your question as it allows for us to clarify the process. First, the 1/3, 1/3, 1/3 is an illustration and is by no means a standard rule. Each classification transition is applicable to only that group. Second, discussion on salary at this point is theoretical since the second part of the arbitration decision regarding the salary transition grid is still with Mr. Hodges and his panel. They will be issuing the final decision on the new pay grids and will take into consideration all the points raised by both the union and employer from the arbitration hearings of last August.

In consultation with our job evaluation specialists, it is in fact the norm that while some change in job relativity occurs, on the whole change is small. The process of determining job relativity and ultimately salary scales is not a simple "normal distribution curve". Salary range determination is based on the analysis of the job hierarchy achieved from the job evaluation process, compensation practice and theory, and consideration for budgets. The scales need to allow for the recognition of the underlying work.

The parties in signing LOU-15 put in place protection should a job receive through this transition a lesser potential compensation maximum. Green circle protection is to keep whole those FSS who might be affected by downgrading. No present incumbent in the bargaining unit will make less money. For clarification, this salary protection also applied to the other Nav Canada bargaining units that underwent classification reviews.

To close, we want to repeat that salary scales are still an outstanding action with the Arbitration panel and we ask that everyone remain patient and avoid speculating on what-if's."