

**FOCUS ON NEGOTIATIONS**

**SURVEY RESULTS**

<b>Main Body</b>	<b>PSS</b>
Salary	Salary
Drug Card	Pay Winter Spring Break
Benefits over 12 months	Drug Card
100% Benefit	Increase vacation pay/time
10 month over 12 month Pay	100% Benefits
Increase vacation pay/time	

**MAJOR NEGOTIATION PROPOSALS**

<b>Main Body</b>	<b>PSS</b>
Salary <ul style="list-style-type: none"> <li>• 12% over 1 year</li> <li>• Eliminate step 1</li> <li>• Add “new” end step</li> </ul>	Salary <ul style="list-style-type: none"> <li>• 12% over 1 year</li> <li>• Eliminate step 1</li> <li>• Add “new” end step</li> </ul>
Minimum hours of work	Winter/Spring Break Holiday
Discretionary Days <ul style="list-style-type: none"> <li>• 2 days to 3 days (19.6 and 19.9)</li> </ul>	Discretionary Days <ul style="list-style-type: none"> <li>• 2 days to 3 days (19.5)</li> </ul>
Group Benefits <ul style="list-style-type: none"> <li>• Increase employer contribution to 100% over 12 months</li> <li>• Drug Card</li> <li>• Retired Employee Benefits Package extend the 50-50 arrangement to August 31, 2012</li> </ul>	Group Benefits <ul style="list-style-type: none"> <li>• Increase employer contribution to 100% over 12 months</li> <li>• Drug Card</li> <li>• Retired Employee Benefits Package extend the 50-50 arrangement to August 31, 2012</li> </ul>
Staff Development Fund <ul style="list-style-type: none"> <li>• Increase from \$150,000 to \$200,000</li> </ul>	Staff Development Fund <ul style="list-style-type: none"> <li>• Increase from \$40,000 to \$60,000</li> </ul>
10 Month Pay Over 12 Months <ul style="list-style-type: none"> <li>• Voluntary</li> <li>• Vacation pay on every pay</li> </ul>	
Vacation Increase (time/vacation pay) <ul style="list-style-type: none"> <li>• First 5 years 20 working days / 8%</li> <li>• After 5 years 30 working days / 12%</li> <li>• After 10 years 35 working days / 14%</li> </ul>	Vacation Increase (time/vacation pay) <ul style="list-style-type: none"> <li>• First 5 years 20 working days / 8%</li> <li>• After 5 years 30 working days / 12%</li> <li>• After 10 years 35 working days / 14%</li> </ul>
Temporary Employees <ul style="list-style-type: none"> <li>• Count Temporary time towards salary increments</li> </ul>	