

Article 40: Annual Adjustments to Salaries Key Changes

- Mostly new and clearer language.
- Increases are shown annually.
- Adjustments to the grid have two components each year: percentage and *rattrapage*, except for the last year with only the percentage increase.
- Different *rattrapage* for ETA and Librarians members.
- Adjustments to salary increases for members governed by the Old Model have three components in years one and two:
 - CDI already awarded;
 - *rattrapage** and
 - percentage increase.
- In the last three years, there is a percentage increase for all members and a possible CDI for some.
- Starting June 1, 2009, there will be a possible additional percentage increase, if the Employer pays more than \$200,000 in individual supplements.

*The *rattrapage* for members who remain on the old model is pro-rated to the number of members choosing to remain on the Old Model. It could be \$ 1,000 if 50 members or less remain on the Old model. It will be less if more members elect to remain on the Old Model.