

Without Prejudice

ER-8

Tabled March 8, 2012 at:

The articles and clauses of the current collective agreement are used. If any further agreement is reached affecting the numbering of a specific Article or Clause, then this would be reflected later.

Any consequential amendments related to any of the articles or clauses contained in this proposal will be addressed at the end of the negotiation process.

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1) **ARTICLE E4 – DURATION**

**E4.01** The duration of this Collective Agreement shall be from the date it is signed to September 30, **2014** ~~2014~~.

**E4.03** *The provisions of this collective agreement shall be implemented by the parties within a period of one hundred and fifty (150) days from the date of signing.*

2) **APPENDIX A – ANNUAL RATES OF PAY**

The Employer proposes the following economic increases:

Effective October 1, 2011 – 1.75% (includes 0.25% for change to severance pay)

Effective October 1, 2012 – 1.50%

Effective October 1, 2013 – 2.00% (includes 0.50% for change to severance pay)