



**UNIFOR**  
theUnion | lesyndicat

# 2013 TENTATIVE AGREEMENT HIGHLIGHTS

## Communications Sales Employees

**Memorandum Signed**  
November 29, 2013

- No concessions

### **Compensation**

- Annual salary increases of 1.5%, 1.75%, 2%, 2% and 2% effective January 1, 2014, for the employees who are in the job classifications of Direct Marketing Associates, Loyalty Resolution, Team Coordinators and Inside Sales Representatives that are not currently wage protected;
- Continued wage protection for the length of the agreement for employees on the positions of Inside Sales Representatives, Sales Representatives, Account Executives and Sales Associates
- \$750 annual lump sum payments for employees on Frozen Wage Rates

### **Hours of Work**

- Banking of overtime enhancements

### **Job Security**

- Reclassification of Regular Term or Temporary status employees to Regular status
- Five year agreement expiring on December 31, 2018

### **Job Posting**

- Temporary assignments more than 3 months in duration must now be posted
- Job postings now available to temporary employees

### **Joint Labour Relations Committee**

- Quarterly meetings with Company and Union representatives to discuss topics such as the administration of job posting, reclassification, Full-time opportunities, scheduling, vacation allotments, days off, overtime, etc.

### **Other Highlights**

- Bereavement leave extended to include a son-in-law and daughter-in-law
- Notification to union to be provided for any change to benefits that may occur
- Letter of Intent to address absences due to family or personal emergencies (PGU versus PCU)
- Expedited arbitration process for matters relating to dismissals
- Workforce Adjustment Memorandum Of Agreement remains status quo
- Renewal of the Local Sales Bonus Plan Committee