

February 09, 2016

Dear ITS Members,

CUPE Local 5021 had its first official Compensation Committee meeting with the Employer last week, to discuss the proposed 5-step wage structure.

The Union is working towards a proposal that it can bring to the members. In the meantime, we have raised the concerns you have been bringing to us.

While the wage Committee continues to work on answers, the Union encourages all ITS members who have received wage scale letters to file an appeal if they have concerns, **EVEN IF THEY HAVE ALREADY FORWARDED THOSE CONCERNS TO THE UNION**. Please copy the Union on your appeal:
cupe5021@gmail.com.

The Employer is including all aspects of the compensation structure in the appeal process, including:

- Changes to position profiles/titles
- Reclassification/placement on pay level
- Wage rate on proposed 5-step scale.

The Employer agreed to extend the deadline for appeals to Friday, February 19, 2016.

Please use the attached appeal form and email address" [HO – HR COMPENSATION@mbll.ca](mailto:HO-HR_COMPENSATION@mbll.ca)" for your appeals.

Please feel free to contact us if you want to discuss further.

Mohan Sharma
CUPE Local 5021 President