### **EMPLOYER RESPONSE**

### **OCTOBER 15, 2015**

#### PACKAGE PROPOSAL

# 28.10

UNW has proposed changes to Article 28.10 to make salary increments mandatory, and to remove the ability of NTPC to withhold salary increments on the basis of unsatisfactory performance.

NTPC can agree to these changes. NTPC agrees with UNW's comments that employee performance issues should be managed by NTPC, withholding salary increments based on performance is not an effective way of managing a performance issue.

# 28.11

UNW proposes to delete the language in Article 28.11 which alters an employee's anniversary date when an employee is promoted or reevaluated.

NTPC proposes as part of this package, to renew the existing language in Article 28.11

There are legitimate reasons why an employee who moves into a new position should not receive an increment until the employee has completed twelve months of service in the new position.

An increment reflects increased levels of confidence, competence and experience in the new position. It would be inappropriate and unfair to other employees for a newly promoted employee to receive an increment after having worked less than 12 months in the new position.

UNW also questioned Article 28.11(c) which deals with leaves of absence without pay of over six months.

Once again, salary increments reward increased levels of confidence, competence and experience in a position. Employees who are on leave of absence without pay in excess of six months are not on the job, they are not gaining increased levels of confidence, competence and experience in their position. Therefore, they should not be entitled to a salary increment for the period of time that they are absent without pay.

UNW raised specifically the issue of employees on maternity leave. Those employees are specifically provided for in Article 20.09(h)(iii) – which provides that employees who are receiving maternity leave allowance payments and who are eligible for a salary increment shall have their allowance payments adjusted to reflect the salary increment.