

Summary of Colleges' Offer to Support Staff

Salary and Benefits

- 4.8 % salary increase over three years with no concessions:
 - Year One – an annual salary increase of 1.5%
 - Year Two – an annual salary increase of 1.5%
 - Year Three – an annual salary increase of 1.75%
- Average annual support staff salary increases by \$2,718 to just over \$59,000 after three years
- Option to apply for critical illness insurance
- 100% coverage for out of country travel insurance

Term of Contract

- Three-year contract

Other Changes

- More flexible work period for summer student workers
- Increases hours for union time off
- Incorporates the Initiatives/Opportunities Letter of Understanding as an Appendix
- One year probationary period for new employees
- Streamlines the grievance procedure contained in the collective agreement
- Provides employees the opportunity to work a four day work week

This summarizes the colleges' offer for changes to the collective agreement that expired on August 31, 2011.