

Out-of-Scope Compensation Plan Framework for Standardization of Terms and Conditions of Employment Benefits

Appendix A (Revised October 21/10)

- 1. General Leave of Absence**
 - As per employer policy
- 2. Hours of Work**
 - 7.5 hours per day; 1950 hours paid per year
 - 12 Scheduled Days Off per year
 - Authorization of overtime required for Pay Bands 1a, 1b, & 2
- 3. Probation Period**
 - a) Non-Management (Pay Band 1a, 1b and 2)
 - 6 months
 - b) Management (Pay Band 3 to Executive inclusive)
 - 12 months
- 4. Personal Leave**
 - As per employer policy
- 5. Professional Development**
 - As required and/or approved by employer
- 6. Professional Licensing/Membership**
 - As required and/or approved by employer
- 7. Sick Leave**
 - 85 days awarded on hire and re-set at beginning of each fiscal year
 - No carry over each year
- 8. Vacation**
 - 4 weeks entitlement- upon hire
 - 5 weeks entitlement- beginning of 5th year
 - 6 weeks entitlement- beginning of 15th year
 - * Recognize prior service as per employer policy.
- 9. Maternity Leave**
 - Top up to 90% of salary (17 weeks maximum)
- 10. Management on Call**
 - Commitment to establish a common policy by April 1, 2011

11. Vacation Carry-over and Payout

- Commitment to establish a common policy and implement effective April 1, 2011
- Each employer will need to deal with their existing situation as expeditiously as possible keeping in mind fiscal realities
- Health system recognition that employees need time off

12. Health/Lifestyle Account

- \$755 per employee effective April 1, 2010
- Tied to, and moves with, Executive Government amount

13. Pay at Risk Plan

- Executive level only (CEOs and VP level)
- +/- 10% of base pay
- Effective April 1, 2011
- Operated in alignment with the current (regions & SCA) governance structure
- Incorporates clear objectives

14. Northern Benefits

- Based on geographical location
- Total value similar to current practises which is reflective of benefits to inscope employees
- Future movement tied to relevant benchmark(s) which may include such items as a northern Consumer Price Index (CPI), Federal Government Northern Allowances, inscope adjustments