

January 9, 2006

NSUPE Local 13 E-Bulletin - Probationary Rate

Article 8.01(a) of the collective agreement states: "New employees assuming positions outlined in Appendix B may receive a probationary rate of ninety percent (90%) of the wage outlined in Appendix A for the duration of the employee's probation."

The 90% probationary rate only applies to newly hired employees -- those who are truly on probation under Article 5.06 of the collective agreement -- and not to employees who have already finished their probation. There is only one probationary period which is for the first 180 calendar days that you are hired as a permanent employee (except in the case of an employee who changes jobs during the probationary period whose probation period will start over when they change jobs).

After the probationary period is finished, you will receive 100% of the wages in Appendix A for jobs set out in Appendix B. This includes if you move to a new position and are in a trial period; a trial period is quite different from a probationary period.

HRM has the sole discretion to pay 100% of the rate during the probationary period instead of the 90% probationary rate.

If you believe you are being improperly paid the probationary rate, please contact a union representative.

NSUPE Local 13 E-Bulletins contain information regarding the Union's interpretation of Local 13's collective agreement provisions. In some cases, HRM may have a different interpretation. Comments and questions are welcome at nsupe@ns.sympatico.ca.