

**CORPORATION OF THE TOWN OF PELHAM
NON-BARGAINING UNIT PLAN
UNDER SECTION VI, SOCIAL CONTRACT ACT 1993**

1. It is the purpose and intent of the Corporation to establish a plan under Part VI of the Social Contract Act 1993 for its Non-Bargaining Unit Employees who constitute all of the employees of the Corporation under the Act. The term of this plan shall be for the period June 14, 1993 to March 31, 1996.
2. The plan is intended to help meet the Social Contract targets set by the Province and is intended to be fair and equitable in its application to all employees, subject to the requirements of the Act and within the framework established by the Municipal Sectoral Agreement.
3. The plan will minimize the impact on jobs and the services provided to the citizens of the Town of Pelham.
4. The plan is detailed on Schedule I.

**SCHEDULE I
TOWN OF PELHAM
NON-BARGAINING UNIT PLAN**

The Plan of the Town of Pelham is as follows:

1. Council of the Town of Pelham has reduced its stipends for the duration of this plan.
2. During the term of this plan, no economic adjustments shall be applied to the salary grid attached as Schedule II to this plan, nor to the salary of the Chief Administrative Officer nor shall there be any employee benefit improvements.
3. The cash payout of wages in lieu of vacation and meeting allowances will be eliminated during the term of this plan.
4. Council has reduced the number of hours that our local landfill site is open. This reduction in hours will provide annual savings in wages and benefits.
5. Employees on maternity leave will not be replaced during their absence and savings in salaries will be used to offset the Town's Social Contract target.
6. Employee gratuities given out at Christmas time are deemed to be a benefit and will be discontinued beginning in 1993.
7. Council has reviewed the staff complement and has made a decision that it is in the best interest of the Corporation to eliminate a senior management position. The elimination of this position will provide savings in salaries and benefits that will be applied against the Social Contract Target.
8. Employees (those earning \$30,000 and over) will be required to take unpaid leaves of absence as required during the duration of this plan, up to a maximum of twelve days or to the extent that the unpaid leaves will reduce their basic salaries excluding overtime to \$30,000.

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The unpaid leaves if required to be taken off will be allocated to the following periods:

1. June 14, 1993 to March 31, 1994
2. April 1, 1994 to March 31, 1995
3. April 1, 1995 to March 31, 1996

Subject to operational requirements, the unpaid leaves will be scheduled at the employees request.

9. The elements of this plan may be amended, subject to changing conditions or circumstances.
10. The Corporation recognizes that the Social Contract target is estimated and based on a formula provided by the Province. Adjustments may be necessary as targets are recalculated.