

### Article 33: Duration And Continuance Of The Agreement

33.1 Except as specifically otherwise provided herein, the Collective Agreement ratified by the parties on shall be binding and remain in effect from May 1<sup>st</sup>, 2012 until and including the 30<sup>th</sup> day of April ~~2016~~2014.

### Article 45: Financial Compensation

~~May 1, 2012 — 1.00% scale increase~~

~~May 1, 2013 — 1.00% scale increase~~

~~May 1, 2014 — 1.25% scale increase~~

~~May 1, 2015 — 1.50% scale increase~~

*~~This financial proposal is being presented on the basis that any change to monetary items in addition to this proposed scale increase will be costed as part of a total compensation package.~~*

May 1, 2012 3.5% scale increase

\$1,500.00 equity adjustment

2.5% market adjustment

May 1, 2013 3.5% scale increase

\$1,500.00 equity adjustment

2.5% market adjustment