Side Letter
Management Rights – Deletion of Merit Pay section

The parties agree that the deletion of §B.10, from Article 34-Management Rights,

"to determine the basis for, and to determine the amount granted for merit increases"

only reflects the fact that the parties agreed in 2002 to eliminate the merit-based pay system and replace it with a system that provides for automatic within-range movement based on experience. The elimination of §B.10 has no other effect.

Joe Lindsay, CNA  5/20/05
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