



## A W A R D

The grievor attended Memorial University in Newfoundland and achieved a B.A. degree in 1975. She had previously completed her Junior Matriculation (Grade XI). Her B.A. was granted after 40 credits. 45 Credits are required for an Honours B.A. Her B.A. is the equivalent of a 3-year B.A. in Ontario.

The grievor alleges that she has a 4-year Canadian University degree and is entitled to be paid at Step 16. She is currently at Step 15.

The argument advanced on her behalf is that because she has a 4-year Canadian University Degree, she has satisfied the Step 16 requirement which provides:

"Step 16 26,784      Maximum salary - 4 year Canadian University Degree or more; C.G.A.; P. Eng; C.A. or R.I.A."

This language is contrasted with earlier (pre 1976-77) language which read:

"Step 16 25,400      Maximum salary - 4 years Honours University Degree or more or C.G.A. P.Eng., C.A., or R.I.A."

The purpose in this language change, it is submitted, was

to remove the "Honours" requirement and to provide access to Step 16 to persons such as the grievor.

The employer submits that the purpose of the change may have been to recognize 4-year degrees - for example, in Engineering which did not attract an "Honours" designation.

The employer also refers to the following statement in the Classification Plan found at pg. 107 of The Collective Agreement. (par. B, first paragraph)

"Formal qualifications are those which constitute the norm in institutions of post-secondary education in the Province of Ontario. Only full years of post-secondary education at successively higher levels, and leading to a diploma, professional accreditation or degree, are recognized. For example, a graduate of a three-year technology program in a College would be given 1 1/2 points for each of the three years, regardless of the length of time actually spent by the individual in obtaining the diploma."

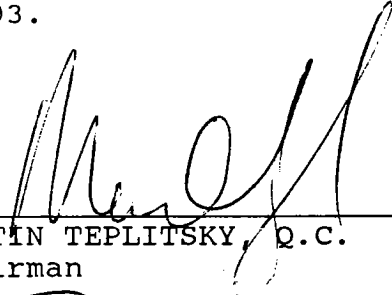
Step 15 provides:

"24,625 Maximum salary - 3 year C.A.A.T. Diploma or General Pass University Degree

In my opinion the language change could not have been intended to recognize a 4-year degree which is only the equivalent of a 3-year Ontario degree because the result is patently unfair to those educated in Ontario.

The employer's submissions are entitled to prevail. The grievance must be dismissed.

DATED the 25th day of May, 1993.

  
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MARTIN TEPLITZKY, Q.C.  
Chairman

  
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JAMES R. DALZELL  
College Nominee

  
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RON COCHRANE  
Union Nominee