

Company responses re: IAPE classification (Tier advancement) proposals

10.6.23

Agree that all affected employees will be re-slotted to a new scale step BEFORE the current increase cycle, then will move up a step if they have a job entry date before 1/1/23.

The Company REJECTS the union's proposal to add and E and F scale for all jobs that currently don't have them.

Responses to Union proposals re: Tier changes:

- **Reassign from Tier 2 to Tier 3**

- News Assistant I (OK)
- Specialist, GREF, Maintenance (OK)
- Staff Assistant I (OK)

- **Reassign from Tier 3 to Tier 4**

- News Assistant II (OK)
- Interactive News Assistant (OK)
- Sales Coordinator (OK)
- **ADD** Advertising Coordinator [By the Company to keep on the same Tier as Sales Coordinator]

- **Reassign from Tier 4 to Tier 5**

- Events Coordinator (OK)
- Regional Sales Coordinator (OK)
- Marketing Coordinator (OK) (Note Marketing Coordinator and Marketing Associate should be on the same level – so we will not move up the Marketing Associate job, which is currently a tier higher.)
- Product Training Specialist (OK) [Note should remain a tier below “Product Specialist”]
- Reporting Assistant (OK)

- **Reassign from Tier 5 to Tier 6**

- Customer Intelligence Associate (OK)
- Marketing Associate (REJECT) (Should be same level as Marketing Coordinator, which we're moving up to this Tier 5).
- Client Associate (OK) [should be same tier as Media Sales Planner – means that Associate Client Partner goes up from 6 to 7 and Client Partner goes up from 7 to 8]
- Sales Associate (OK) (note that the other base level sales jobs including Sales Executive, and Sales Planner should all be Tier 6)

- **ADD** – Product Specialist [by the Company, to keep Product Specialist one level up from Product Training Specialist]
- **Reassign from Tier 6 to Tier 7**
 - Ad Service Coordinator – (OK)
 - Associate Graphics Reporter (OK)
 - Associate Client Partner (OK) (bumped up by Client Associate move)
 - Digital Operations Specialist (OK)
 - Graphic Illustrator (OK)
 - Research Specialist (OK)
 - Yield Analyst (OK)
 - Account Executive (REJECT) [base level sales jobs will stay Tier 6 – variations will be dealt with via incentive plans]
 - Account Manager - Direct Sales (REJECT) [base level sales jobs will stay Tier 6 – variations will be dealt with via incentive plans]
 - Account Manager – Membership – (REJECT) [base level sales jobs will stay Tier 6 – variations will be dealt with via incentive plans]
 - Associate Client Partner (OK) (bumped up by Client Associate move)
 - Media Sales Planner (REJECT) -- Associate Media Sales Planner, now tier 5 and should stay. Media Sales Planner should be same as Client Associate, which is being moved up to Tier 6.
 - New Business Sales Executive (REJECT) [base level sales jobs will stay Tier 6 – variations will be dealt with via incentive plans]
- **Reassign from Tier 7 to Tier 8**
 - Graphic Designer (OK)
 - Graphics Reporter (OK)
 - Interactive Designer (OK)
 - Translator (OK)
 - Video Journalist (OK)
 - Account Manager, Media Sales (REJECT) [not moving up other sales titles from Tier 6, so leave this alone at Tier 7] (now client success manager)
 - Client Partner (OK)
 - Media Sales Planner, Senior – Sales (REJECT) [in step with other sales titles]

- **Reporter Scale**

- Company proposes this scale, with the understanding that: (1) all current Reporters have salary levels below the top of the new scale will be re-slotted into the scale step nearest to, but lower than, their current salary, effective 6.30.23; and (2) this scale is not subject to any upward adjustment for 2023-2024, even if other scales are adjusted upwards by some percentage.

	A	B	C	D	E	F
PROPOSED:	72,800	76,367	81,178	86,698	91,033	95,585

- **Reassign from Tier 8 to Tier 9 (big jump from 65K to 80K minimum)**

- Copy Editor (REJECT) – not higher than Reporter. Fine at Tier 8
- Newsletter Editor (OK)
- Rewrite Editor (REJECT) – not higher than Reporter. Fine at Tier 8
- Senior Video Journalist (OK)
- Senior User Experience Architect (OK)
- Video Producer (OK)
- Web Developer (OK)

- **Reassign from Tier 9 to Tier 10 (big jump from 80K to 95K minimum)**

- Page Designer (REJECT) [current salaries reflect long service. Tier 9 is fine for future new hires)