

R eview of recent public sector settlements

The period following the completion of PSAC Treasury Board negotiations has been eventful in many sectors. The uncertainty of a post-September 11 economy and initial economic slump have given way to Canada leading the G7 in economic growth, low interest rates, and inflation being kept within the Bank of Canada guidelines. But what has this meant for collective bargaining? Have unions been able to make any settlement breakthroughs in this period of economic growth? What, if any, are the economic trends to watch for in the coming year? The following is an examination of this period, focusing primarily on the federal public sector but with some provincial and private sector references provided for supplemental context.

2001 - 2002 Federal Public Sector

The PSAC / Treasury Board economic increases of 3.2% (2000), 2.8% (2001) and 2.5% (2002) set the benchmark for settlements negotiated between Treasury Board and other bargaining agents, not to mention other separate employers who rely on Treasury Board for their economic mandate. The challenge for unions was to better this economic increase, especially for those groups with specific compensation issues. PSAC addressed some of these issues last round via wage harmonizations (Table 1), reduction of pay zones (Table 2) and special allowances (Tables 3 and 5). What did other groups negotiate?

Looking at federal settlements over the 2001-2002 period contained in Appendix A, the following trends are evident:

- The economic increases follow the pattern set by PSAC at 3.2%, 2.8% and 2.5%.
- Economic settlements for 2003-2004 range from 2.3% to 3%.
- Additional salary increases are achieved through wage restructuring, harmonization, reduction of pay zones and special allowances.

It is clear that Treasury Board, and those employers negotiating under a Treasury Board economic mandate, maintained the PSAC settlement pattern. Additional money was provided through wage restructuring and other targeted means that provide

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increased salary to employees without the optics of a large economic increase. It should be noted that those groups who did receive additional monies via restructuring did so due to strong arguments around retention, recruitment, and comparability. While terminable allowances are still Treasury Board's solution to the retention and recruitment problem, there has been some movement towards 'profession-specific' restructuring; individualized pay solutions depending on the classification.

Comparability can be difficult to argue for many federal public sector classifications, as there is often no comparable group outside of government. Those groups that have been able to make this argument and show the salary disparity have been able to make some gains in restructuring the wage scales. While tying oneself to the vagaries of market forces and the private sector can be perilous, for many groups it is the only option until federal public sector rates of pay are on par with their counterparts; erasing the years of zero salary increase due to the legislated freeze on collective bargaining.

Where we see the most movement in salary is in the scientific and technical classifications where there are direct comparisons that can be made with other sectors. Wage harmonizations have taken place for office and clerical classifications, in response to internal relativity pressures. These classifications have a more difficult time in finding direct comparators in other sectors.

It remains the position of the Alliance that terminable allowances are only a temporary solution to a larger problem of salary inequity, and to that end we will continue to strive to permanently raise wages of those classifications who continue to lag behind their comparator groups. The impact of the retention and recruitment issue is so far-reaching that it requires a more permanent solution than terminable allowances.

Provincial Settlements

Have the settlements trends seen in the federal public sector been mirrored at the provincial level? A review of some recent provincial settlements outlined in Appendix B illustrates the following trends:

- Generally the economic increases for 2000-2001 are lower than what was negotiated federally.
- Economic increases vary between 2% and 5% for 2002 and 2003.
- Restructuring for targeted groups has provided significant increases to wages.
- Additional increases have been achieved through broad-banding, allowances, new classification plans, and some performance-based pay.

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While imprudent to draw any national conclusions to provincial negotiations, the variety of provincial wage settlements does reflect the differing provincial economic positions. For provinces such as Alberta and Ontario, who have made significant cuts to their public sector workforce, the settlements are larger than those provinces, such as British Columbia and Québec, who are currently downsizing. The settlements reached in Ontario and Newfoundland come after a strike, which can also impact on the size of the settlement.

As seen in the federal sector, restructuring the wage scales to better reflect current market rates has been used in many provincial settlements. As in the federal sector, those classifications are mostly in the scientific, medical, and technical sector, though teachers have also made gains in this area. Market comparability, combined with proven retention and recruitment concerns, have created pressure on the employer to restructure the wage grids for those groups.

For groups not covered by restructuring, the use of lump-sum payments and allowances have been continued. Québec is working on salary equity within the province for some groups, while Newfoundland is implementing a new classification system. Certainly one area of concern is in Ontario with the creation of the Recognition and Innovation funds which will be providing performance bonuses to employees. While overseen by a joint committee, this was a priority issue for the Ontario Government - the ability to award individual performance bonuses to chosen employees.

The concern with such a system is that it can create division in the workplace, allowing the employer to play favourites with chosen employees. While there are certainly problems with terminable allowances creating division within the PSAC membership, imagine the impact if these allowances were awarded by the employer without negotiation with PSAC. The result would surely be chaotic. This is one example of why the Alliance works to improve the wages of all members, and not encourage the use of individualized performance bonuses.

Sectoral Settlements

The range of PSAC bargaining units, like other large national unions, includes many sectors. The brief resume of settlements found in Appendix C is intended to provide a snap-shot of bargaining in the broader public sector, and what has been achieved thus far. Some of the settlements are seen as ground-breaking but that is relative to the industry in question. Some of the trends are:

Airports are beginning to rebound after the post-September 11 decline in air traffic. The economic increases achieved in Ottawa (prior to September 11) are higher than those of Fredericton, but there are more market adjustments in the Fredericton settlement. Market relativity arguments can be made in this

sector, and as airports are able to generate revenue, they are able to provide settlements that exceed those of Treasury Board.

Parliament Hill settlements tend to follow a pattern, dictated in part by their unique legislation and by the first bargaining agent to reach a collective

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agreement on the Hill. The settlement pattern to date has been an amalgam of the Treasury Board rates, plus an increment (or half increment) at the top of the wage grids. SSEA's new agreement has 2.5% for 2003 and 2004, with a new top increment for the RA group and half increment for the RO group.

Other separate employers that receive their economic mandate from Treasury Board have continued the 3.2%, 2.8% and 2.5% pattern, but have also been able to provide wage restructuring and increases to increment rates. For revenue-generating employers like Canada Post, the economic increases are higher than the Treasury Board pattern, and are further augmented by a COLA clause and new job evaluation plan. But as seen with OPSEU, Canada Post also uses performance pay, though it is based on corporate results, and not individual performance.

First Nations band council groups are still fairly new to the PSAC. The agreement with Burnt Church First

Nation is historic, as it is our first band council agreement and it provides solid economic increase of 3% per year along with market relativity for teachers, social workers and nurses. While following the general trend of economic increase plus wage parity for targeted groups, this agreement will certainly be a benchmark for other First Nations agreements.

Other / Private Sector agreements and their success are relative to the industry they represent. All the settlements listed are with employers who have been cutting jobs and contracting out. The CEP and CAW agreements are both seen as major achievements in sectors that have been hard hit by free trade and the post September 11 recession in the United States. These agreements further illustrate the general trend of economic increases plus targeted increase for specific groups.

The Year Ahead

Knowing the trends, what can be expected of the next year of bargaining? As of this writing, Canada's economic growth has cooled slightly but remains strong, inflation has increased due to the rise in electricity prices and car insurance rates but is otherwise still within the Bank of Canada's guidelines. Economists from business and labour¹ are predicting the following for 2003:

- Canadian economy will be sound; a 3% economic growth expected.
- Labour market remains strong, especially in the growth of the public sector.
- 2-3% economic settlements forecasted.

¹ Prem Benimadhu, Conference Board of Canada, Marc Lévesque, TD Bank of Canada, John O'Grady, John O'Grady Consulting Inc., and Jim Stanford, Canadian Auto Workers, November 2002.

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- A global conflict would have a definite negative impact on the Canadian economy and would force a shift in fiscal policy away from job growth, low interest rates, low inflation and economic stability.

Negotiating wage increases for the federal public sector in the future will certainly be shaped by government priorities, the strength of the economy, retention and recruitment issues and the ability to argue comparability. The demand for public sector growth, coupled with a stable economy should result in fair economic increases for our membership. Looking at the trends thus far, it is clear that settlements will include general economic increases plus monies targeted to specific groups. It will be our goal to ensure that these monies are permanent increases to salary, and not via allowances or performance pay.

Our collective challenge will be to achieve better wages for all our members, to protect against inflation and end the public/private sector wage gap; in turn benefiting the Canadian economy. As was illustrated in the recent Public Service Employee Survey, federal public sector workers are highly committed to the federal government and to the public services that are delivered to Canadians. Economic recognition of this commitment would be an important step for the federal government becoming a true 'employer of choice'.

We hope that this information is useful. For any comments or suggestions, please communicate with Kate Rogers or Bonnie Bates - negotiations section of P.S.A.C. in Ottawa.

APPENDIX A - FEDERAL PUBLIC SECTOR SETTLEMENTS

Note that this is not an exhaustive list, but one intended to illustrate the general trends when negotiating with Treasury Board and other large separate employers.

Research Council Employees Association and the National Research Council, 530 administrative support employees

24-month agreement, expiring April 30, 2003, concluded via conciliation

- Salary adjustment of \$1,100 (2001).
- Economic increase of 2.8% (2001) and 2.5% (2002).
- Wage restructuring:
2001 - all levels see the addition of a new top increment, and deletion of the bottom increment.
2002 - AD-3 category restructured with the addition of a new top increment and the deletion of the bottom increment.

PIPSC and Treasury Board, 5,200 members of the Auditing, Commerce and Purchasing (AV) Group

36-month agreement, expiring June 21, 2003, concluded via conciliation

- Economic increases of 3.2% (2000), 2.8% (2001) and 2.5% (2002).

PAFSO and Treasury Board, 1,200 members of the Foreign Services (FS) Group

24-month agreement, expiring June 30, 2003, concluded via conciliation

- Economic increase of 2.8% (2001) and 2.5% (2002).
- Wage restructuring:
FS Developmental - increased at the bottom by an additional 4.9% and at the top by 0.7% (2001).
FS-1 - the top and bottom of the salary scales were increased by 2.3% (2001) and by January 1, 2002, all FS-1 employees will be paid at the new top of the FS-1 scale.
FS-2 - the bottom rate was increased by 13.2% and the top rate increased by 7.0% prior to the application of the economic increases. FS-2 employees now have a fixed wage grid, providing a minimum increase of 4.4% upon conversion (2001).

PSAC and Parks Canada Agency, 4,144 members

36-month collective agreement, expiring August 4, 2003, concluded via conciliation

- Economic increase of 3.2% (2000), 2.8% (2001) and 2.5% (2002).

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- Pay harmonization and rate restructuring for the AS, IS, PM groups, for the ES and SI groups, and for the CS group, in order to match the rates negotiated at Treasury Board.
- Terminable allowances for the AR, EN and CS groups to continue for the life of the collective agreement.
- Regional pay zones for GL and GS members reduced from seven to two (retroactive to August 5, 2000) Any employee in the GL and GS groups whose rate of pay does not increase as a result of the reduction in zones to will receive a \$1,000 lump sum payment. Employees who receive an increase as a result of the reduction in zones will receive a lump sum payment of \$1,000 minus the immediate annualized pay increase resulting from the zone reduction. Any employee whose immediate annualized pay increase as a result of the zone reduction is more than \$1,000 will not be entitled to any lump sum. The lump sum will also be paid to term and seasonal employees on the same basis as full-time employees; it will not be pro-rated.

PIPSC and Treasury Board, 2,212 members of the Health Services (SH) Group

36-month collective agreement, expiring September 30, 2003, concluded via conciliation

- Economic increases of 3.2% (2000), 2.8% (2001) and 2.5% (2002).
- Profession - specific' restructuring:
 - DE - one new step added to the top of each classification level (2000).
 - VM - one new step added to the top of each classification level (2000).
 - PH-1 - addition of four new steps at the top of the scale, and the deletion of the bottom four steps (2000).
 - PH-2, PH-3 - addition of three new steps to the top of the scale, and the deletion of the bottom three steps (2000).
 - SW - equalization adjustments rolled into salary, for SCW 1,2,3 Clinical Social Workers only (2000).
 - CHN - merger of pay lines with the HOS pay lines within each region (2001).
 - New National pay line for all Health Canada nursing stations, regardless of region (2000).
- Improvements to terminable allowances:
 - PS and MD - allowances extended to more groups.
 - CSC MOF and Forensic Psychiatrists - to receive additional allowance.
 - CSC Nurses - new allowance created.
 - NU Health Canada Northern Nurses - improved recruitment, retention, expanded role, and in-charge allowances.
 - NU Educational Allowance- value increased by \$50 to \$1,000 depending on category.

PIPSC and Treasury Board, 2,590 members of the Research (RE) Group

36-month agreement, expiring September 30, 2003, concluded via conciliation

- Economic increases of 3.2% (2000), 2.8% (2001) and 2.5% (2002).
- Increase of terminable allowances for the DS and SE Groups to \$8,000/year.

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PIPSC and the Canadian Food Inspection Agency, 530 members of the Veterinary Medicine (VM) Group

36-month collective agreement, expiring September 30, 2003, concluded via arbitration

- Economic increases 3.2% (2000), 2.8% (2001) and 2.5% (2002).
- Wage restructuring:
 - 2000 - add one increment to the top of the wage scale (value 3.8%), deletion of the bottom increment.
 - 2002 - add one increment to the top of the wage scale (value 3.7%), deletion of the bottom increment.

PSAC and Canada Customs and Revenue Agency, 35,781 members

36-month agreement, expiring October 31, 2003, concluded via negotiation

- Economic increases of 3.2% (2000), 2.8% (2001) and 2.5% (2002). As PG, EL, and OM members already received increases for the year 2000, their economic increases (for 2000) are pro-rated to be: PG 1.16%, EL 0.53%, and OM 0.27%.
- Regional rates of pay reduced from seven to two (2000). The resulting average increase for GL/GS is 3%. Any employee in the GL and GS groups whose rate of pay does not increase as a result of the reduction in zones to will receive a \$1,000 lump sum payment. Employees who receive an increase as a result of the reduction in zones will receive a lump sum payment of \$1,000 minus the immediate annualized pay increase resulting from the zone reduction. Any employee whose immediate annualized pay increase as a result of the zone reduction is more than \$1,000 will not be entitled to any lump sum.
- Wage harmonization for the AS, PM, IS, PG, and OM groups, prior to the economic increase being applied (2001).
- Wage harmonization for the ST, DA and OE groups, prior to the economic increase being applied (2001).
- New half-increment to the top of the CR scale, prior to the economic increase being applied (2001).

PIPSC and CCRA, 10,000 members of the Audit, Financial and Scientific (AFS) Group

30-month agreement, expiring December 21, 2003, concluded via conciliation

- Economic increase of 2.8% (2001) and 3.6% (2002). Groups that did not have an expiry of June 22, 2001 will have their 2001 increase pro-rated.
- Wage restructuring - addition of a new top increment to each classification salary scale (2003).
- Terminable allowances continued for the CS and EN groups. The AU-4 and AU-5 terminable allowance has been extended to the AU-6 level.

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- MG Group - agreement includes a pay scale for the MG Group. The MG pay scale is the same as the PSAC MG pay scale except that it will have the same adjustments as negotiated for the other AFS Groups, i.e. a 3.6% wage adjustment on June 22, 2002 plus an additional increment effective May 22, 2003. The MG pay scale will also expire on December 21, 2003. Employees who are converted to the MG Group will continue to receive their previous terminable allowance, reimbursement of professional fees and in the case of AUs the ability to carry over vacation credits. The tentative agreement also includes the provision to pay a performance bonus of up to 5% for employees in the MG Group only. The bonus is applicable to the year ended March 31, 2002.
- Performance Management System and Performance Pay - The parties will sign a memorandum of agreement to consult on issues surrounding the performance management system and the possible implementation of a performance reward system for employees not in the MG Group. If there were mutual agreement to implement a performance reward system, it would be a subject for future negotiations.

PIPSC and Treasury Board, 2,141 members of the Law (LA) Group

36-month agreement, expiring February 28, 2004, concluded via negotiation

- Economic increase of 3.2% (2001), 2.8% (2002) and 2.5% (2003).
- Agreement reopened in 2002, in reaction to Treasury Board providing an additional increment to excluded LA employees. New rates negotiated to provide a new top increment (value 4.6%) to all LA levels, retroactive to April 1, 2001.

IBEW and Treasury Board, 1,190 members of the Electronics (EL) Group

36-month agreement, expiring August 31, 2004, concluded via negotiation

- Economic increase of 2.8% (2001), 2.5% (2002), 2.3% (2003).
- Wage restructuring prior to economic increase of 2001:
EL-1 - deletion of the bottom two increment steps.
EL-2-9 - deletion of the bottom three increment steps.

APSFA and Treasury Board, 2,560 members of the Financial Management (FI) Group

36-month agreement, expiring November 6, 2004, concluded via arbitration

- Economic increases of 2.8% (2001), 2.5% (2002), 2.3% (2003).
- Wage restructuring - FI-3 and FI-4 classifications will see a new top increment (value 4%) added to the wage scale, and the deletion of the bottom increment (2002).

APPENDIX B - RECENT PROVINCIAL SETTLEMENTS

Note that this is not an exhaustive list, but one intended to illustrate general provincial settlement trends.

Manitoba Government and General Employees' Union and the Government of Manitoba, 12,690 public service employees

36-month agreement, expiring March 23, 2003, concluded via negotiation

- Economic increase of 2.3% (2000), 2.3% (2001), and 2.3% (2002).
- Corrections Component employees to receive an additional 3% per annum.
- Nurses to receive salary parity with other provincial nurses (2000), with an additional increase of 3% (2001) and 2.3% (2002).
- Wage restructuring for a variety of classifications in the technical, inspection, and trades groups (2000 - 2002).

Saskatchewan Government and General Employees Union and the Government of Saskatchewan, 9,860 technical, professional, service, office and clerical employees

36-month agreement, expiring September 30, 2003, concluded via conciliation

- Economic increase of 3% (2000), 2.5% (2001), and 2.5% (2002).
- \$3,500,000 of retroactive pay to be diverted to the extended health care plan; remaining amount to be paid to employees.
- Improvements to allowances.

Various Unions and the Government of Québec, 78,500 public sector employees

12-month agreement extensions, expiring December 30, 2003, concluded via negotiation

- Economic increase of 2% (April 2003).
- Lump-sum payment of 2% for the period April 1 to June 30, 2003, not folded into wages but used for pension calculations.
- Allowances to be increased by 2% (April 1, 2003).
- Discussion to continue on salary equity with the objective of completion by December 31, 2002.

British Columbia Government and Service Employees' Union and the Government of British Columbia, 32,000 public service employees

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36-month agreement, expiring March 31, 2004, concluded via negotiation

- Economic increase of \$0.70 cents/hour, including equity and gain-sharing adjustments (2001), 2.5% (2002), and a cost of living adjustment (2003).
- Employees hired after ratification will use a five step pay scale; current employees to continue on the current three step pay scale.
- 35% of membership in a variety of classifications to receive market and equity adjustments.

Newfoundland and Labrador Association of Public and Private Employees and the Government of Newfoundland and Labrador, 3,560 general service employees

36-month agreement, expiring March 31, 2004, concluded via strike / negotiation

- Economic increase of 5% (2001), 2.5% (April 2002 & October 2002), 2.5% (April 2003 and October 2003).
- New gender-neutral classification system to be implemented April 1, 2004.

Nova Scotia Government Employees Union and the Government of Nova Scotia, 5,300 service, maintenance, operational, technical, scientific, office and clerical employees

48-month agreement, expiring March 31, 2004, concluded via arbitration

- Economic increase of 2% (2000), 2% (2001), 2% (2002), and 3% (2003).
- Lump-sum payment of 3% of salary (March 2000).
- Improvements to allowances.

Prince Edward Island Union of Public Sector Employees and the Government of Prince Edward Island, 2,200 administrative, professional, program, technical and maintenance employees

36-month agreement, expiring March 31, 2004, concluded via conciliation

- Economic increase of 1.75% (April, 2001), 1.5% (October 2001), 3.25% (2002), 3.25% (2003).

Alberta Union of Provincial Employees and the Government of Alberta, 18,000 professional, technical, service office and clerical employees

36-month agreement, expiring August 31, 2004, concluded via mediation

- Economic increase of 5% (2001), 4% (2002), and a wage re-opener for 2003.
- Market adjustments for a large number of occupational groups.

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New Brunswick Public Employees Association and the Government of New Brunswick, 3,300 employees of the Administrative Services Group

48-month agreement, expiring December 31, 2004, concluded via conciliation

- Economic increases vary, depending on classification:

Officers 1 and 2 - wage adjustments of: \$15.00/biweekly (January 2001), \$10.00 (July 2001), \$15.00 (January 2002), \$10.00 (July 2002 and 2003), \$15.00 (January 2004) and \$10.00 (July 2004).

Officers 3 and 4 - wage adjustments of: 1.5% (January 2001), 0.5% (July 2001, January and July 2002), 1.5% (January 2003), 1.5% (January 2004) and 0.5% (July 2004).

Special adjustments of 2.73% for Officer 3 and 2.66% for Officer 4 (September 2001).

Ontario Public Service Employees Union and the Government of Ontario, 43,500 public service employees

36-month agreement, expiring December 31, 2004, concluded via strike / negotiation

- Economic increase of 3.5% (2002), 2.45% (2003) and 2.5% (2004).
- An additional 1% per year for employees at the top of their salary scale.
- Wage restructuring:
 - Nurses - 10% increase in each step of the salary scale (2002).
 - Scientists - Levels 1,2,3,and 4 receive an 8% increase in each step of the salary scale (2002).
 - Communications Operators - Levels 1,2 and 3 receive an 8% increase in each step of the salary scale (2002).
 - Conservation Officers - 4% increase, with the development of a new category and pay level for senior resource technicians (2002).
 - Transportation Enforcement Officers - 4% increase (2002).
 - Laboratory Technologists - certain classifications to see a 4% increase to each step of the salary scale (2002).
 - Classroom Attendants - 4% increase to each step of the salary scale (2002).
 - Corrections Officer - creation of a new top increment step, for all levels, of 5% (2002).
 - Probation Officer - new classification established and 4% increase to all rates of pay.
- Creation of a Recognition Fund and an Innovation Fund that will be used to provide performance bonuses.

APPENDIX C - RECENT SECTORAL AGREEMENTS

Note that this is not an exhaustive list, but one intended to illustrate general sectoral settlement trends.

Airports

PSAC and Ottawa MacDonald-Cartier International Airport Authority, 116 members

48-month agreement, expiring June 30, 2004, concluded via conciliation

- Economic increase of 3.5% (2000), 3% (2001), 3% (2002), 3% (2003).
- Wage restructuring:
CS - additional step added to CS pay scale.
FI - salary scale increased by 3.45%.
- Market and relativity adjustments for MAM 9, MDO, VHE, EIM, ELE MAM and PIP classifications.

PSAC and Greater Fredericton Airport Authority, 22 members

48-month agreement, expiring April 30, 2005, concluded via conciliation

- Economic increase of 2.5% per year.
- Market adjustments for 86% of the bargaining unit, resulting in a cumulative increase to salary of 12% to 25%.

Parliament Hill

PSAC and the House of Commons, 190 Operational Group members

36-month agreement, expiring April 20, 2003, concluded via negotiation

- Economic increase of 2.5% (2000), 3% (2001) and 2.5% (2002).
- Wage restructuring:
2000 - two new steps added to the top of the PRE-1 and PRE-2 classifications 2001-a new one-half increment (minimum of 2%) added to the top of all levels.

PSAC and the Senate of Canada, 110 members

36-month agreement, expiring May 31, 2004, concluded via negotiation

- Economic increase of 3.2% (2001), 2.8% (2002) and 2.5% (2003).
- Wage restructuring - new top increment (value 2%) added to the top of all salary scales (2002).

SSEA and the Library of Parliament, 78 members of the Research Office (RO) and Research Assistants (RA) Group

36-month agreement, expiring June 15, 2005, concluded via negotiation

- Economic increase of 2.9% (2002), 2.5% (2003) and 2.5% (2004).
- Wage restructuring:
 - RA - an additional increment will be added to the top of each RA scale, (value 3.8%).
 - RO - an additional half increment will be added to the top of the RO scale (value 2%).

Other Separate Employer

PSAC and the Office of the Auditor General, 211 members of the Audit Professional Group

12-month agreement, expiring March 31, 2003, concluded via conciliation at arbitration

- Economic increase of 2.5% (2002).
- Wage restructuring:
 - 2002 - increase to the top and bottom of each salary scale (value ranging from 3.6% to 14.4%).
 - increase the amount of the fixed increment to \$3,000 for all levels.

PSAC and the National Capital Commission, 352 members

36-month agreement, expiring December 31, 2003, concluded via negotiation

- Economic increase of 3.2% (2001), 2.8% (2002) and 2.5% (2003).
- Wage restructuring:
 - 2001 - 3% increase to the top and bottom of all salary scales.
 - 2002 - relativity adjustments made to new classification plan, and a 3% increase to the top and bottom of all salary scales.
 - 2003 - 3% increase to all levels of the salary scale.

PSAC and Canada Post Corporation, 2,777 members of UPCE

36-month agreement, expiring October 31, 2004, concluded via strike / mediation

- Economic increase of 2.8% (2001), 3% (2002) and 3% (2003).
- COLA clause in each year of the agreement .
- Job Evaluation Plan (negotiated separately, agreement reopened) provided for a minimum additional increase of 2% for the majority of employees upon conversion.
- Corporate Team Incentive Plan provides an incentive potential of 3%/year if targets met.

First Nations

PSAC and Burnt Church First Nation, 138 members

48-month agreement, expiring October 24, 2003, concluded via negotiation

- Economic increase of 3% per year.
- Market relativity:
 - Teachers - move to New Brunswick Provincial Teachers Federation Scale .
 - Social Workers - parity with New Brunswick Board of Management rates.
 - Community Health Nurses - parity with Federal Government Nurses, (including all allowances) - all changes retroactive to 1999.

Other / Private Sector

Canadian Media Guild and the Canadian Broadcasting Corporation, 3,550 employees

30-month agreement, expiring March 31, 2004, concluded via negotiation

- Economic increase of 3% (2002), 1.5% (January 2003) and 2.5% (June 2003).
- Lump sum signing bonus, in lieu of retroactivity, of \$750 paid to all permanent and temporary employees on strength for the period April 1, 2002 to July 18, 2002. For Associate Producers, the amount is \$500.
- Increases apply to all, including salary protected / red circled employees.
- Wage restructuring:
 - Freelance - all rates increased by 10% prior to the application of the economic increase (2002). A \$250 lump sum will also be paid (2002).
 - Associate Producers - salary parity with the Associate Director 1 scale (value \$5,000 - \$10,000 increase per year) (2002-2003).

Canadian Telephone Employees' Association and Bell Canada, 14,500 office and clerical workers in Québec and Ontario

36-month agreement, expiring May 31, 2005, concluded via conciliation

- Economic increase of 4% (Group A - 2002) and 3.5% (Group B - 2002), 3% (2003) and 3% (2004).
- Lump sum payments of \$1,000 per year for Group C.
- Lump sum payments of \$350 (July 2002) and \$150 (October 2002) for all employees.

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- Achievement Incentive Plan Team Award increased to 5.5% (previously 5%) for the duration of the agreement, and a new individual performance award will be added to the plan.

Canadian Auto Workers and Ford, General Motors and DaimlerChrysler, 47,000 employees (Big 3 automakers pattern settlement)

36-month agreement, expiring September 20, 2005, concluded via negotiation

- Economic increase of 3% (2002), 3% (2003), 2% (2004).
- Improvement to cost of living adjustment; assumes inflation of 2% / year.
- Signing bonus of \$200 - \$1000, depending on years of service and classification.
- Special Trades Adjustment of \$0.14 / hour (2002).
- Improvements to pensions and benefits.

Communications, Energy and Paperworkers Union of Canada and NorskeCanada, 2,200 employees in four British Columbia pulp mills (pattern settlement)

60-month agreement, expiring April 30, 2008, concluded via negotiation

- Economic increase of 2.5% (2003), 2.5% (2004), 2% (2005), 2%, (2006), 2% (2007) .
- Improvements to allowances and pensions.
- Newsprint Price Trigger Bonus (new): Employer will provide payment to the local union of a \$500 bonus for each active employee per calendar quarter for each calendar quarter that the RISI Westcoast Benchmark newsprint price per metric tone averages over \$600 US for that quarter. The bonus will be used to establish a fund for the sole purpose of funding pension bridge benefits from age 60 to age 61 (see below). The first \$4.1 million proceeds from the bonus will be directed to the union for this purpose. Proceeds beyond the initial \$4.1 million will be distributed by the employer to the local unions who will then determine how the additional funding will be utilized.