

# Treasury Board Bargaining 2018: EB Wage Proposal

The PSAC EB team proposes the following salary-related improvements in the following order:

## **Year 1** (July 1, 2018)

- 1. Wage restructuring:** Deletion of Level 1 pay grid and movement of Vice Principals and Principals to Level 2. LS pay grids to see dropping and adding of increments at all levels (LS-01 to LS-05).
- 2. Group specific market adjustments** ranging between 10 % and 20% to eliminate the pay gap between federal 10 month teacher salaries and provincial teacher salaries. Other groups to receive 10% adjustments to keep pace with other federal educators.
- 3. New national pay grid** for 12 month teachers/instructors – part of Appendix N sub-committee work.
- 4. An economic increase: 3.75%**

## **Year 2** (July 1, 2019)

**Economic increase: 3.75%**

## **Year 3** (July 1, 2020)

**Economic increase: 3.75%**

## How do our wages compare?

In many instances, classifications within the EB group are not keeping pace with those doing the same or similar work outside of Treasury Board. The gap in pay appears to average between 10 and 20%, depending on the group and geographic location. Creation of a new, national pay grid for 12 month teachers is a critical 1<sup>st</sup> step in addressing a long-standing pay gap of over 20% identified in previous pay studies.

## How were the market adjustments determined?

**Market adjustments are based on the following considerations:**

- The wage gap for 10 month teachers is based on teacher salaries in local provincial school boards.
- LS salaries were compared to librarians across the country working in research institutions (universities) and other federal employers of librarians (Library of Parliament).

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