

SI

CFIA Effective Jan 1, 2017

EC Economics and Social Services Group - Effective June 22, 2017 (CAPE)

PIPSC AFS Dec 22 2017

	EC	Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7							% difference					Average
		CFIA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6						
SI-01	EC			51,327	53,121	54,985	57,678	59,669	-3.67%	-3.34%	-3.02%	-3.99%	-3.62%	-3.53%
	CFIA	46,377	47,699	49,441	51,347	53,322	55,379	57,510						
	PIPSC			50,948	52,730	54,578	56,486	59,255	-2.96%	-2.62%	-2.30%	-1.96%	-2.94%	-2.56%
SI-02	EC	57,426	58,817	60,878	63,643	65,838			-2.65%	-1.93%	-2.19%	-3.42%	-3.62%	-2.76%
	CFIA	55,905	57,681	59,544	61,467	63,454								
	PIPSC	57,575	58,993	60,421	62,538	65,382			-2.90%	-2.22%	-1.45%	-1.71%	-2.95%	-2.25%
SI-03	EC	63,428	65,236	67,044	69,375	71,769			-3.15%	-3.00%	-2.77%	-3.21%	-3.63%	-3.15%
	CFIA	61,431	63,280	65,187	67,149	69,167								
	PIPSC	63,296	65,163	67,022	68,876	71,268			-2.95%	-2.89%	-2.74%	-2.51%	-2.95%	-2.81%
SI-04	EC	68,468	70,810	73,259	76,592	79,234			-3.68%	-3.57%	-3.25%	-3.95%	-3.62%	-3.61%
	CFIA	65,951	68,283	70,878	73,568	76,363								
	PIPSC	67,785	70,337	72,707	75,259	78,686			-2.71%	-2.92%	-2.52%	-2.25%	-2.95%	-2.67%
SI-05	EC	81,858	84,356	87,113	91,078	94,219			-3.83%	-3.28%	-2.94%	-3.79%	-3.62%	-3.49%
	CFIA	78,723	81,585	84,550	87,622	90,807								
	PIPSC	81,114	84,090	86,660	89,493	93,565			-2.95%	-2.98%	-2.43%	-2.09%	-2.95%	-2.68%
SI-06	EC	92,483	95,724	99,168	103,680	107,258			-3.27%	-3.11%	-3.03%	-3.83%	-3.62%	-3.37%
	CFIA	89,458	92,750	96,165	99,705	103,374								
	PIPSC	92,172	95,010	98,339	101,875	106,508			-2.94%	-2.38%	-2.21%	-2.13%	-2.94%	-2.52%
SI-07	EC	104,494	107,651	110,913	115,962	119,962			-3.72%	-3.24%	-2.76%	-3.70%	-3.62%	-3.41%
	CFIA	100,606	104,165	107,848	111,667	115,615								
	PIPSC	103,659	107,346	110,588	113,940	119,124			-2.95%	-2.96%	-2.48%	-1.99%	-2.95%	-2.67%
SI-08	EC	113,608	116,755	120,058	125,518	129,848			-3.08%	-2.63%	-2.23%	-3.44%	-3.62%	-3.00%
	CFIA	110,104	113,685	117,385	121,204	125,146								
	PIPSC	113,442	116,706	119,939	123,330	128,944			-2.94%	-2.59%	-2.13%	-1.72%	-2.95%	-2.47%

2017	EC PIPSC	
	CFIA 2017	
SI 01	-3.53%	-2.56%
SI 02	-2.76%	-2.25%
SI 03	-3.15%	-2.81%
SI 04	-3.61%	-2.67%
SI 05	-3.49%	-2.68%
SI 06	-3.37%	-2.52%
SI 07	-3.41%	-2.67%
SI 08	-3.00%	-2.47%
	-3.34%	-2.63%

After applying PIPSC increases for 2016, 2017

PIPSC CRA increases				AS			PM			CFIA 2017	CRA *2017	% difference			
	2015	2016	2017	CFIA	CRA	2017	CFIA	CRA	2017	CFIA 2017	CRA *2017	% difference			
		2.5%	1.25%	1.25%	AS 01	SP 04	61,984	PM 01	SP 04	61,984	CR 01	38,488	43,605	-11.7%	
SP 01	41,498	42,535	43,067	43,605	AS 02	SP 05	67,091	PM 02	SP 05	67,091	CR 02	40,405	43,605	-7.3%	
SP 02	47,580	48,770	49,379	49,996	AS 03	SP 06	72,589	PM 03	SP 06	72,589	CR 03	46,261	49,996	-7.5%	
SP 03	52,751	54,070	54,746	55,430	AS 04	SP 07	78,543	PM 04	SP 07	78,543	CR 04	51,285	55,430	-7.5%	
SP 04	58,988	60,463	61,218	61,984	AS 05	SP 08	92,306	PM 05	SP 08	92,306	CR 05	56,221	61,984	-9.3%	
SP 05	63,848	65,444	66,262	67,091	AS 06	SP 09	102,458	PM 06	SP 10	115,619	CR 06	63,760	67,091	-5.0%	
SP 06	69,081	70,808	71,693	72,589	AS 07	SP 10	115,619								
SP 07	74,747	76,616	77,573	78,543								PM 01	58,353	61,984	-5.9%
SP 08	87,845	90,041	91,167	92,306								PM 02	62,642	67,091	-6.6%
SP 09	97,506	99,944	101,193	102,458	IS			CR				PM 03	67,143	72,589	-7.5%
SP 10	110,031	112,782	114,192	115,619	CFIA	CRA	2017	CFIA	CRA	2017		PM 04	73,554	78,543	-6.4%
					IS 01			CR 01	SP 01	43,605		PM 05	87,860	92,306	-4.8%
					IS 02	SP 05	67,091	CR 02	SP 01	43,605		PM 06	108,948	115,619	-5.8%
					IS 03	SP 07	78,543	CR 03	SP 02	49,996					-6.2%
					IS 04	SP 08	92,306	CR 04	SP 03	55,430					
					IS 05	SP 09	102,458	CR 05	SP 04	61,984					
					IS 06	SP 10	115,619	CR 06	SP 05	67,091					
												CFIA 2017	CRA *2017	% difference	
												AS 01	58,353	61,984	-5.9%
												AS 02	62,642	67,091	-6.6%
												AS 03	67,143	72,589	-7.5%
												AS 04	73,554	78,543	-6.4%
												AS 05	87,860	92,306	-4.8%
												AS 06	97,653	102,458	-4.7%
												AS 07	108,948	115,619	-5.8%
															-5.9%
												IS 02	62,642	67,091	-6.6%
												IS 03	73,554	78,543	-6.4%
												IS 04	87,860	92,306	-4.8%
												IS 05	97,653	102,458	-4.7%
												IS 06	108,948	115,619	-5.8%
															-5.7%

CRA	
2015	*2017*
SP 01	41,498 43,605
SP 02	47,580 49,996
SP 03	52,751 55,430
SP 04	58,988 61,984
SP 05	63,848 67,091
SP 06	69,081 72,589
SP 07	74,747 78,543
SP 08	87,845 92,306
SP 09	97,506 102,458
SP 10	110,031 115,619

PIPSC COLLECTIVE AGREEMENT		
Between the Canada Revenue Agency And the Professional Institute of the Public Service of Canada Group: Audit, Financial and Scientific (all employees)		
Expiry date: December 21, 2018 RC4300 Rev. 18 https://www.pipsc.ca/groups/afs/afs-collective-agreement#_a		
\$) Effective December 22, 2013		
A) Effective December 22, 2014 – 1.25% increase to all levels and steps		
B) Effective December 22, 2015 – 1.25% increase to all levels and steps		
C) Effective December 22, 2016 – 2.5% restructuring to all levels and steps		
D) Effective December 22, 2016 – 1.25% increase to all levels and steps		
E) Effective December 22, 2017 – 1.25% increase to all levels and steps		

HP

CFIA - Effective January 1, 2017

SV - Effective August 5, 2017

PARKS - Effective August 5, 2017

		Salary					% difference					Average	CFIA 2017		
		SV	CFIA	PARKS								SV	Parks		
HP-01	SV	25.07	25.64	26.15			-11.53%	-11.58%	-11.43%			-11.52%	HP 01	-11.52%	-11.53%
	CFIA	22.18	22.67	23.16									HP 02	-11.51%	-11.50%
	PARKS	25.07	25.64	26.16			-11.53%	-11.58%	-11.47%			-11.53%	HP 03	-11.52%	-11.50%
HP-02	SV	27.41	28.07	28.68			-11.49%	-11.54%	-11.51%			-11.51%	HP 04	-11.51%	-11.52%
	CFIA	24.26	24.83	25.38									HP 05	-11.55%	-11.55%
	PARKS	27.41	28.06	28.68			-11.49%	-11.51%	-11.51%			-11.50%	HP 06	-11.53%	-11.53%
HP-03	SV	29.84	30.58	31.34			-11.46%	-11.58%	-11.52%			-11.52%	HP 07	-11.52%	-11.53%
	CFIA	26.42	27.04	27.73									HP 08	-11.52%	-11.53%
	PARKS	29.84	30.57	31.33			-11.46%	-11.55%	-11.49%			-11.50%	HP 09	-11.53%	-11.53%
HP-04	SV	33.49	34.39	35.19			-11.50%	-11.54%	-11.48%			-11.51%			
	CFIA	29.64	30.42	31.15											
	PARKS	33.50	34.39	35.20			-11.52%	-11.54%	-11.51%			-11.52%			
HP-05	SV	36.10	36.97	37.88			-11.58%	-11.55%	-11.51%			-11.55%			
	CFIA	31.92	32.70	33.52											
	PARKS	36.09	36.97	37.89			-11.55%	-11.55%	-11.53%			-11.55%			
HP-06	SV	36.23	37.23	38.15	39.12	40.15	-11.48%	-11.58%	-11.51%	-11.50%	-11.56%	-11.53%			
	CFIA	32.07	32.92	33.76	34.62	35.51									
	PARKS	36.23	37.23	38.15	39.12	40.15	-11.48%	-11.58%	-11.51%	-11.50%	-11.56%	-11.53%			
HP-07	SV	39.32	40.34	41.47	42.53	43.68	-11.57%	-11.45%	-11.53%	-11.54%	-11.52%	-11.52%			
	CFIA	34.77	35.72	36.69	37.62	38.65									
	PARKS	39.32	40.35	41.47	42.53	43.68	-11.57%	-11.47%	-11.53%	-11.54%	-11.52%	-11.53%			
HP-08	SV	42.22	43.37	44.54	45.68	46.90	-11.51%	-11.53%	-11.52%	-11.51%	-11.54%	-11.52%			
	CFIA	37.36	38.37	39.41	40.42	41.49									
	PARKS	42.21	43.37	44.55	45.68	46.91	-11.49%	-11.53%	-11.54%	-11.51%	-11.55%	-11.53%			
HP-09	SV	44.74	46.04	47.41	48.73	50.20	-11.58%	-11.51%	-11.52%	-11.53%	-11.49%	-11.53%			
	CFIA	39.56	40.74	41.95	43.11	44.43									
	PARKS	44.74	46.04	47.41	48.74	50.21	-11.58%	-11.51%	-11.52%	-11.55%	-11.51%	-11.53%			

GS

CFIA - Effective January 1, 2017

PARKS - Effective August 5, 2017

SV - Effective August 5, 2017

GS	hourly wages				% difference		average	2017	SV	Parks
									CFIA 2017	
GS 01	SV	15.50	16.16	16.84	-0.68%	-0.77%	-0.73%	GS 01 GS 02 GS 03 GS 04 GS 05 GS 06 GS 07 GS 08 GS 09 GS 10 GS 11 GS 12 GS 13 Average	-0.73%	-0.76%
	CFIA	15.39	16.05	16.71					-0.91%	-0.86%
	PARKS	15.50	16.16	16.85	-0.68%	-0.83%	-0.76%		-0.88%	-0.88%
GS 02	SV	18.62	19.45	20.26	-0.93%	-0.89%	-0.91%		-1.09%	-1.07%
	CFIA	18.46	19.27	20.08					-0.86%	-0.90%
	PARKS	18.63	19.44	20.25	-0.87%	-0.84%	-0.86%		-1.03%	-1.03%
GS 03	SV	21.79	22.75	23.67	-0.97%	-0.80%	-0.88%		-0.88%	-0.90%
	CFIA	21.61	22.53	23.48					-0.89%	-0.91%
	PARKS	21.79	22.75	23.67	-0.97%	-0.80%	-0.88%		-0.95%	-0.95%
GS 04	SV	22.90	23.91	24.90	-1.09%	-1.08%	-1.09%		-0.96%	-0.96%
	CFIA	22.65	23.65	24.63					-0.94%	-0.92%
	PARKS	22.91	23.90	24.90	-1.05%	-1.08%	-1.07%		-0.90%	-0.90%
GS 05	SV	25.56	26.64	27.77	-0.79%	-0.94%	-0.86%		-0.88%	-0.88%
	CFIA	25.31	26.43	27.51				-0.95%	-0.95%	
	PARKS	25.56	26.66	27.77	-0.86%	-0.94%	-0.90%	-0.96%	-0.96%	
GS 06	SV	26.36	27.51	28.65	-1.02%	-1.05%	-1.03%	-0.90%	-0.90%	
	CFIA	26.10	27.23	28.35				-0.88%	-0.88%	
	PARKS	26.36	27.51	28.65	-1.02%	-1.05%	-1.03%	-0.88%	-0.88%	
GS 07	SV	27.60	28.79	30.00	-0.87%	-0.90%	-0.88%			
	CFIA	27.35	28.54	29.73						
	PARKS	27.60	28.80	30.00	-0.90%	-0.90%	-0.90%			
GS 08	SV	28.92	30.17	31.43	-0.86%	-0.92%	-0.89%			
	CFIA	28.66	29.91	31.14						
	PARKS	28.91	30.17	31.44	-0.86%	-0.95%	-0.91%			
GS 09	SV	31.61	32.97	34.36	-0.94%	-0.96%	-0.95%			
	CFIA	31.31	32.66	34.03						
	PARKS	31.60	32.97	34.36	-0.94%	-0.96%	-0.95%			
GS 10	SV	33.34	34.78	36.23	-0.95%	-0.97%	-0.96%			
	CFIA	33.01	34.45	35.88						
	PARKS	33.34	34.78	36.23	-0.95%	-0.97%	-0.96%			
GS 11	SV	34.63	36.15	37.65	-0.94%	-0.93%	-0.94%			
	CFIA	34.33	35.81	37.30						
	PARKS	34.64	36.15	37.64	-0.94%	-0.90%	-0.92%			
GS 12	SV	36.07	37.62	39.19	-0.90%	-0.89%	-0.90%			
	CFIA	35.74	37.28	38.84						
	PARKS	36.07	37.62	39.19	-0.90%	-0.89%	-0.90%			
GS 13	SV	37.47	39.10	40.74	-0.87%	-0.88%	-0.88%			
	CFIA	37.16	38.76	40.38						
	PARKS	37.47	39.10	40.74	-0.87%	-0.88%	-0.88%			

GL PIP

CFIA - Effective January 1, 2017

PARKS - Effective August 5, 2017

SV - Effective August 5, 2017

LEVEL		hourly wages			% difference			average
		SV	PARKS	CFIA	SV	PARKS	CFIA	
LEVEL 09	SV	29.68	30.98	32.27	-2.06%	-2.13%	-2.11%	-2.10%
	CFIA	29.07	30.32	31.59				
	PARKS	29.68	30.98	32.27	-2.06%	-2.13%	-2.11%	
LEVEL 10	SV	30.92	32.26	33.58	-2.30%	-2.32%	-2.20%	-2.27%
	CFIA	30.21	31.51	32.84				
	PARKS	30.90	32.26	33.59	-2.23%	-2.32%	-2.23%	
LEVEL 11	SV	32.00	33.38	34.79	-2.16%	-2.13%	-2.16%	-2.15%
	CFIA	31.31	32.67	34.04				
	PARKS	31.98	33.38	34.79	-2.10%	-2.13%	-2.16%	
LEVEL 12	SV	33.12	34.57	36.01	-2.17%	-2.17%	-2.25%	-2.20%
	CFIA	32.40	33.82	35.20				
	PARKS	33.12	34.57	36.00	-2.17%	-2.17%	-2.22%	
LEVEL 13	SV	34.27	35.75	37.24	-2.19%	-2.13%	-2.09%	-2.14%
	CFIA	33.52	34.99	36.46				
	PARKS	34.27	35.76	37.24	-2.19%	-2.15%	-2.09%	
LEVEL 14	SV	35.41	36.96	38.49	-2.26%	-2.25%	-2.26%	-2.26%
	CFIA	34.61	36.13	37.62				
	PARKS	35.40	36.96	38.49	-2.23%	-2.25%	-2.26%	

GL PIP	SV 2017 Parks 2017	
	CFIA 2017	
GL PIP 09	-2.10%	-2.10%
GL PIP 10	-2.27%	-2.26%
GL PIP 11	-2.15%	-2.13%
GL PIP 12	-2.20%	-2.19%
GL PIP 13	-2.14%	-2.15%
GL PIP 14	-2.26%	-2.25%
	-2.18%	-2.18%

GL-MDO

CFIA - Effective January 1, 2017

SV - Effective August 5, 2017

PARKS - Effective August 5, 2017

LEVEL		hourly wages			% difference			average
		SV	CFIA	PARKS	SV	CFIA	PARKS	
LEVEL 01	SV	19.42	20.27	21.10	-0.82%	-0.84%	-0.85%	-0.84%
	CFIA	19.26	20.10	20.92				
	PARKS	19.41	20.26	21.10	-0.77%	-0.79%	-0.85%	-0.81%
LEVEL 02	SV	20.11	20.97	21.85	-0.70%	-0.72%	-0.69%	-0.70%
	CFIA	19.97	20.82	21.70				
	PARKS	20.10	20.97	21.85	-0.65%	-0.72%	-0.69%	-0.68%
LEVEL 03	SV	20.79	21.68	22.60	-0.77%	-0.69%	-0.80%	-0.75%
	CFIA	20.63	21.53	22.42				
	PARKS	20.78	21.68	22.59	-0.72%	-0.69%	-0.75%	-0.72%
LEVEL 04	SV	21.47	22.42	23.34	-0.75%	-0.85%	-0.73%	-0.77%
	CFIA	21.31	22.23	23.17				
	PARKS	21.47	22.42	23.34	-0.75%	-0.85%	-0.73%	-0.77%
LEVEL 05	SV	22.66	23.62	24.63	-0.66%	-0.47%	-0.65%	-0.59%
	CFIA	22.51	23.51	24.47				
	PARKS	22.66	23.62	24.62	-0.66%	-0.47%	-0.61%	-0.58%
LEVEL 06	SV	23.46	24.48	25.48	-0.90%	-0.82%	-0.82%	-0.85%
	CFIA	23.25	24.28	25.27				
	PARKS	23.46	24.48	25.48	-0.90%	-0.82%	-0.82%	-0.85%
LEVEL 07	SV	24.25	25.30	26.35	-0.66%	-0.63%	-0.61%	-0.63%
	CFIA	24.09	25.14	26.19				
	PARKS	24.25	25.29	26.35	-0.66%	-0.59%	-0.61%	-0.62%
LEVEL 08	SV	25.22	26.30	27.40	-0.75%	-0.68%	-0.69%	-0.71%
	CFIA	25.03	26.12	27.21				
	PARKS	25.21	26.30	27.40	-0.71%	-0.68%	-0.69%	-0.70%
LEVEL 09	SV	26.18	27.32	28.47	-0.69%	-0.66%	-0.74%	-0.69%
	CFIA	26.00	27.14	28.26				
	PARKS	26.18	27.32	28.47	-0.69%	-0.66%	-0.74%	-0.69%
LEVEL 10	SV	27.21	28.40	29.55	-0.74%	-0.77%	-0.68%	-0.73%
	CFIA	27.01	28.18	29.35				
	PARKS	27.21	28.39	29.55	-0.74%	-0.74%	-0.68%	-0.72%
LEVEL 11	SV	28.15	29.37	30.61	-0.57%	-0.65%	-0.72%	-0.64%
	CFIA	27.99	29.18	30.39				
	PARKS	28.15	29.37	30.61	-0.57%	-0.65%	-0.72%	-0.64%
LEVEL 12	SV	29.20	30.47	31.74	-0.79%	-0.72%	-0.76%	-0.76%
	CFIA	28.97	30.25	31.50				
	PARKS	29.20	30.45	31.73	-0.79%	-0.66%	-0.72%	-0.72%
LEVEL 13	SV	30.19	31.49	32.83	-0.60%	-0.57%	-0.67%	-0.61%
	CFIA	30.01	31.31	32.61				
	PARKS	30.20	31.49	32.83	-0.63%	-0.57%	-0.67%	-0.62%
LEVEL 14	SV	31.14	32.50	33.84	-0.61%	-0.62%	-0.53%	-0.59%
	CFIA	30.95	32.30	33.66				
	PARKS	31.14	32.50	33.84	-0.61%	-0.62%	-0.53%	-0.59%

SV 2017 Parks 2017

CFIA 2017

GL MDO 01	-0.84%	-0.81%
GL MDO 02	-0.70%	-0.68%
GL MDO 03	-0.75%	-0.72%
GL MDO 04	-0.77%	-0.77%
GL MDO 05	-0.59%	-0.58%
GL MDO 06	-0.85%	-0.85%
GL MDO 07	-0.63%	-0.62%
GL MDO 08	-0.71%	-0.70%
GL MDO 09	-0.69%	-0.69%
GL MDO 10	-0.73%	-0.72%
GL MDO 11	-0.64%	-0.64%
GL MDO 12	-0.76%	-0.72%
GL MDO 13	-0.61%	-0.62%
GL MDO 14	-0.59%	-0.59%
	-0.70%	-0.69%

GL-MAN

CFIA - Effective January 1, 2017

SV - Effective August 5, 2017

PARKS - Effective August 5, 2017

LEVEL		hourly wages			% difference			average
		SV	CFIA	PARKS	SV	CFIA	PARKS	
LEVEL 01	SV	21.32	22.23	23.16	-2.72%	-2.65%	-2.72%	-2.70%
	CFIA	20.74	21.64	22.53				
	PARKS	21.31	22.24	23.16	-2.67%	-2.70%	-2.72%	-2.70%
LEVEL 02	SV	22.01	22.96	23.93	-2.64%	-2.53%	-2.67%	-2.61%
	CFIA	21.43	22.38	23.29				
	PARKS	22.01	22.96	23.93	-2.64%	-2.53%	-2.67%	-2.61%
LEVEL 03	SV	22.78	23.77	24.76	-2.68%	-2.69%	-2.75%	-2.71%
	CFIA	22.17	23.13	24.08				
	PARKS	22.78	23.77	24.77	-2.68%	-2.69%	-2.79%	-2.72%
LEVEL 04	SV	23.56	24.59	25.60	-2.59%	-2.60%	-2.54%	-2.58%
	CFIA	22.95	23.95	24.95				
	PARKS	23.56	24.59	25.61	-2.59%	-2.60%	-2.58%	-2.59%
LEVEL 05	SV	24.36	25.39	26.47	-2.59%	-2.48%	-2.57%	-2.55%
	CFIA	23.73	24.76	25.79				
	PARKS	24.36	25.40	26.47	-2.59%	-2.52%	-2.57%	-2.56%
LEVEL 06	SV	25.21	26.30	27.39	-2.70%	-2.62%	-2.70%	-2.67%
	CFIA	24.53	25.61	26.65				
	PARKS	25.21	26.30	27.39	-2.70%	-2.62%	-2.70%	-2.67%
LEVEL 07	SV	26.05	27.21	28.33	-2.69%	-2.68%	-2.68%	-2.68%
	CFIA	25.35	26.48	27.57				
	PARKS	26.06	27.20	28.32	-2.72%	-2.65%	-2.65%	-2.67%
LEVEL 08	SV	27.22	28.39	29.58	-2.65%	-2.64%	-2.64%	-2.64%
	CFIA	26.50	27.64	28.80				
	PARKS	27.21	28.39	29.57	-2.61%	-2.64%	-2.60%	-2.62%
LEVEL 09	SV	28.24	29.47	30.69	-2.55%	-2.61%	-2.51%	-2.56%
	CFIA	27.52	28.70	29.92				
	PARKS	28.24	29.47	30.69	-2.55%	-2.61%	-2.51%	-2.56%
LEVEL 10	SV	29.33	30.62	31.89	-2.56%	-2.61%	-2.63%	-2.60%
	CFIA	28.58	29.82	31.05				
	PARKS	29.34	30.62	31.89	-2.59%	-2.61%	-2.63%	-2.61%
LEVEL 11	SV	30.42	31.75	33.05	-2.63%	-2.65%	-2.54%	-2.61%
	CFIA	29.62	30.91	32.21				
	PARKS	30.42	31.74	33.06	-2.63%	-2.61%	-2.57%	-2.61%
LEVEL 12	SV	31.47	32.85	34.21	-2.57%	-2.71%	-2.66%	-2.65%
	CFIA	30.66	31.96	33.30				
	PARKS	31.47	32.85	34.21	-2.57%	-2.71%	-2.66%	-2.65%
LEVEL 13	SV	32.61	34.06	35.46	-2.51%	-2.64%	-2.59%	-2.58%
	CFIA	31.79	33.16	34.54				
	PARKS	32.62	34.05	35.45	-2.54%	-2.61%	-2.57%	-2.58%
LEVEL 14	SV	33.64	35.10	36.56	-2.53%	-2.51%	-2.46%	-2.50%
	CFIA	32.79	34.22	35.66				
	PARKS	33.64	35.10	36.56	-2.53%	-2.51%	-2.46%	-2.50%

2017	SV Parks	
	CFIA 2017	
GL MAN 01	-2.70%	-2.70%
GL MAN 02	-2.61%	-2.61%
GL MAN 03	-2.71%	-2.72%
GL MAN 04	-2.58%	-2.59%
GL MAN 05	-2.55%	-2.56%
GL MAN 06	-2.67%	-2.67%
GL MAN 07	-2.68%	-2.67%
GL MAN 08	-2.64%	-2.62%
GL MAN 09	-2.56%	-2.56%
GL MAN 10	-2.60%	-2.61%
GL MAN 11	-2.61%	-2.61%
GL MAN 12	-2.65%	-2.65%
GL MAN 13	-2.58%	-2.58%
GL MAN 14	-2.50%	-2.50%
	-2.62%	-2.62%

GL MAM

SV - Effective August 5, 2017

CFIA - Effective January 1, 2017

PARKS - Effective August 5, 2017

LEVEL		hourly wages			% difference			average
LEVEL 05	SV	24.05	25.13	26.15	-2.66%	-2.79%	-2.64%	-2.70%
	CFIA	23.41	24.43	25.46				
	PARKS	24.05	25.12	26.15	-2.66%	-2.75%	-2.64%	-2.68%
LEVEL 06	SV	24.89	25.99	27.06	-2.49%	-2.62%	-2.51%	-2.54%
	CFIA	24.27	25.31	26.38				
	PARKS	24.9	25.99	27.06	-2.53%	-2.62%	-2.51%	-2.55%
LEVEL 07	SV	25.75	26.85	27.98	-2.68%	-2.61%	-2.64%	-2.64%
	CFIA	25.06	26.15	27.24				
	PARKS	25.74	26.85	27.98	-2.64%	-2.61%	-2.64%	-2.63%
LEVEL 08	SV	26.8	27.97	29.13	-2.61%	-2.65%	-2.68%	-2.65%
	CFIA	26.1	27.23	28.35				
	PARKS	26.8	27.97	29.13	-2.61%	-2.65%	-2.68%	-2.65%
LEVEL 09	SV	27.85	29.06	30.28	-2.48%	-2.51%	-2.54%	-2.51%
	CFIA	27.16	28.33	29.51				
	PARKS	27.85	29.06	30.28	-2.48%	-2.51%	-2.54%	-2.51%
LEVEL 10	SV	28.97	30.22	31.47	-2.66%	-2.61%	-2.54%	-2.60%
	CFIA	28.2	29.43	30.67				
	PARKS	28.96	30.2	31.47	-2.62%	-2.55%	-2.54%	-2.57%
LEVEL 11	SV	29.99	31.29	32.6	-2.53%	-2.52%	-2.52%	-2.52%
	CFIA	29.23	30.5	31.78				
	PARKS	29.99	31.29	32.6	-2.53%	-2.52%	-2.52%	-2.52%
LEVEL 12	SV	31.09	32.44	33.77	-2.70%	-2.71%	-2.64%	-2.68%
	CFIA	30.25	31.56	32.88				
	PARKS	31.08	32.44	33.78	-2.67%	-2.71%	-2.66%	-2.68%
LEVEL 13	SV	32.12	33.53	34.93	-2.55%	-2.62%	-2.61%	-2.59%
	CFIA	31.3	32.65	34.02				
	PARKS	32.12	33.53	34.92	-2.55%	-2.62%	-2.58%	-2.58%
LEVEL 14	SV	33.16	34.61	36.06	-2.56%	-2.57%	-2.61%	-2.58%
	CFIA	32.31	33.72	35.12				
	PARKS	33.16	34.61	36.06	-2.56%	-2.57%	-2.61%	-2.58%

2017 SV Parks

CFIA 2017

GL MAM 05	-2.70%	-2.68%
GL MAM 06	-2.54%	-2.55%
GL MAM 07	-2.64%	-2.63%
GL MAM 08	-2.65%	-2.65%
GL MAM 09	-2.51%	-2.51%
GL MAM 10	-2.60%	-2.57%
GL MAM 11	-2.52%	-2.52%
GL MAM 12	-2.68%	-2.68%
GL MAM 13	-2.59%	-2.58%
GL MAM 14	-2.58%	-2.58%
	-2.60%	-2.59%

GL-INM**CFIA - Effective January 1, 2017**

Treasury Board SV - Effective August 5, 2017

		<u>hourly wage</u>			<u>% difference</u>			<u>average</u>
LEVEL 09	SV 2017	26.31	27.44	28.59	-0.72%	-0.66%	-0.73%	-0.70%
	CFIA 2017	26.12	27.26	28.38				
LEVEL 10	SV 2017	27.31	28.48	29.68	-0.84%	-0.77%	-0.81%	-0.81%
	CFIA 2017	27.08	28.26	29.44				
LEVEL 11	SV 2017	28.31	29.53	30.74	-0.74%	-0.75%	-0.68%	-0.72%
	CFIA 2017	28.1	29.31	30.53				
LEVEL 12	SV 2017	29.31	30.6	31.87	-0.72%	-0.78%	-0.72%	-0.74%
	CFIA 2017	29.1	30.36	31.64				
LEVEL 13	SV 2017	30.27	31.58	32.9	-0.76%	-0.66%	-0.76%	-0.73%
	CFIA 2017	30.04	31.37	32.65				
LEVEL 14	SV 2017	31.27	32.64	33.99	-0.74%	-0.70%	-0.71%	-0.72%
	CFIA 2017	31.04	32.41	33.75				
						average	-0.74%	

GL-EIM

CFIA - Effective January 1, 2017

Treasury Board SV - Effective August 5, 2017

Parks- Effective August 5, 2017

GL-EIM		hourly wages			% difference			average	2107	SV	Parks
		SV 2017	CFIA 2017	Parks 2017						CFIA 2017	
GL-EIM 01	SV 2017	29.55	30.85	32.14	-5.89%	-5.93%	-5.91%	-5.91%			
	CFIA 2017	27.81	29.02	30.24					Level 09	-5.91%	-5.92%
	Parks 2017	29.57	30.85	32.13	-5.95%	-5.93%	-5.88%	-5.92%	Level 10	-5.81%	-5.82%
GL-EIM 02	SV 2017	31.48	32.85	34.20	-5.81%	-5.84%	-5.76%	-5.81%	Level 11	-5.89%	-5.89%
	CFIA 2017	29.65	30.93	32.23					Level 12	-5.84%	-5.83%
	Parks 2017	31.48	32.85	34.21	-5.81%	-5.84%	-5.79%	-5.82%	Level 13	-5.80%	-5.80%
GL-EIM 03	SV 2017	32.61	34.05	35.46	-5.83%	-5.93%	-5.92%	-5.89%	Level 14	-5.85%	-5.84%
	CFIA 2017	30.71	32.03	33.36					ave	-5.85%	-5.85%
	Parks 2017	32.61	34.05	35.46	-5.83%	-5.93%	-5.92%	-5.89%			
GL-EIM 04	SV 2017	33.79	35.27	36.74	-5.80%	-5.87%	-5.85%	-5.84%			
	CFIA 2017	31.83	33.20	34.59							
	Parks 2017	33.80	35.26	36.73	-5.83%	-5.84%	-5.83%	-5.83%			
GL-EIM 05	SV 2017	34.95	36.44	37.99	-5.84%	-5.71%	-5.84%	-5.80%			
	CFIA 2017	32.91	34.36	35.77							
	Parks 2017	34.95	36.45	37.99	-5.84%	-5.73%	-5.84%	-5.80%			
GL-EIM 06	SV 2017	36.11	37.67	39.25	-5.84%	-5.84%	-5.86%	-5.85%			
	CFIA 2017	34.00	35.47	36.95							
	Parks 2017	36.10	37.67	39.25	-5.82%	-5.84%	-5.86%	-5.84%			

GL ELE

SV - Effective August 5, 2017

CFIA - Effective January 1, 2017

PARKS - Effective August 5, 2017

LEVEL		hourly wages			% difference			average
		SV	CFIA	PARKS	SV	CFIA	PARKS	
LEVEL 01	SV	19.1	19.94	20.79	-0.63%	-0.60%	-0.72%	-0.65%
	CFIA	18.98	19.82	20.64				
	PARKS	19.11	19.95	20.78	-0.68%	-0.65%	-0.67%	
LEVEL 02	SV	19.83	20.72	21.58	-0.71%	-0.77%	-0.79%	-0.76%
	CFIA	19.69	20.56	21.41				
	PARKS	19.83	20.72	21.58	-0.71%	-0.77%	-0.79%	
LEVEL 03	SV	20.5	21.39	22.3	-0.68%	-0.51%	-0.63%	-0.61%
	CFIA	20.36	21.28	22.16				
	PARKS	20.5	21.39	22.3	-0.68%	-0.51%	-0.63%	
LEVEL 04	SV	21.1	22.02	22.92	-0.62%	-0.59%	-0.48%	-0.56%
	CFIA	20.97	21.89	22.81				
	PARKS	21.1	22.02	22.92	-0.62%	-0.59%	-0.48%	
LEVEL 05	SV	21.93	22.86	23.83	-0.78%	-0.66%	-0.76%	-0.73%
	CFIA	21.76	22.71	23.65				
	PARKS	21.93	22.87	23.83	-0.78%	-0.70%	-0.76%	
LEVEL 06	SV	22.65	23.61	24.62	-0.66%	-0.47%	-0.65%	-0.59%
	CFIA	22.5	23.5	24.46				
	PARKS	22.65	23.61	24.6	-0.66%	-0.47%	-0.57%	
LEVEL 07	SV	23.41	24.41	25.43	-0.77%	-0.66%	-0.79%	-0.74%
	CFIA	23.23	24.25	25.23				
	PARKS	23.41	24.42	25.43	-0.77%	-0.70%	-0.79%	
LEVEL 08	SV	24.32	25.37	26.44	-0.58%	-0.63%	-0.68%	-0.63%
	CFIA	24.18	25.21	26.26				
	PARKS	24.33	25.37	26.44	-0.62%	-0.63%	-0.68%	
LEVEL 09	SV	25.22	26.3	27.4	-0.75%	-0.68%	-0.69%	-0.71%
	CFIA	25.03	26.12	27.21				
	PARKS	25.21	26.3	27.4	-0.71%	-0.68%	-0.69%	
LEVEL 10	SV	26.2	27.35	28.49	-0.69%	-0.66%	-0.74%	-0.69%
	CFIA	26.02	27.17	28.28				
	PARKS	26.2	27.34	28.49	-0.69%	-0.62%	-0.74%	
LEVEL 11	SV	27.19	28.39	29.54	-0.70%	-0.77%	-0.68%	-0.72%
	CFIA	27	28.17	29.34				
	PARKS	27.2	28.38	29.54	-0.74%	-0.74%	-0.68%	
LEVEL 12	SV	28.11	29.31	30.56	-0.71%	-0.65%	-0.75%	-0.70%
	CFIA	27.91	29.12	30.33				
	PARKS	28.11	29.32	30.56	-0.71%	-0.68%	-0.75%	
LEVEL 13	SV	29.07	30.33	31.59	-0.72%	-0.66%	-0.66%	-0.68%
	CFIA	28.86	30.13	31.38				
	PARKS	29.07	30.33	31.59	-0.72%	-0.66%	-0.66%	
LEVEL 14	SV	29.99	31.28	32.6	-0.77%	-0.74%	-0.71%	-0.74%
	CFIA	29.76	31.05	32.37				
	PARKS	29.99	31.28	32.59	-0.77%	-0.74%	-0.68%	

2017	SV	Parks
	CFIA 2017	
GL ELE 01	-0.65%	-0.67%
GL ELE 02	-0.76%	-0.76%
GL ELE 03	-0.61%	-0.61%
GL ELE 04	-0.56%	-0.56%
GL ELE 05	-0.73%	-0.74%
GL ELE 06	-0.59%	-0.57%
GL ELE 07	-0.74%	-0.75%
GL ELE 08	-0.63%	-0.64%
GL ELE 09	-0.71%	-0.70%
GL ELE 10	-0.69%	-0.68%
GL ELE 11	-0.72%	-0.72%
GL ELE 12	-0.70%	-0.72%
GL ELE 13	-0.68%	-0.68%
GL ELE 14	-0.74%	-0.73%
	-0.68%	-0.68%