

Treasury Board Bargaining 2018: SV Wage Proposal

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

Year 1 (August 5, 2018)

- 1. Wage restructuring:** Ensure consistency by establishing three increments of 5% each for all levels in each classification (except FR).
- 2. Group specific market adjustments** ranging between 12.9% and 55.7% to eliminate the pay gap between public sector positions and comparable jobs in the private sector.
- 3. An economic increase: 3.75%**
- 4. Several existing allowances** will be increased (as of the date of signing of the collective agreement).

Year 2 (August 5, 2019)

Economic increase: 3.75%

Year 3 (August 5, 2020)

Economic increase: 3.75%

How do our wages compare?

During the last round of bargaining a **Joint Compensation Comparable Study** was conducted by HayGroup, (HG) a research firm. The report contains wage and benefits data on 17 jobs that were matched to SV positions. In order for the pay study to be as current as possible, the Union proceeded to age the data forward. The overall finding is that in 2018 several positions within the SV bargaining unit lag behind comparable jobs outside the federal public service by an average of **24.3%**.

How were the market adjustments determined?

Market adjustments take into consideration:

- The wage gap for each classification minus any increases from grid adjustments. However the GL sub-group adjustments are the result of the average gap found by the pay study for each specific GL positions.
- Past studies, other sources of data and recruitment issues for each classification not included in the latest pay study.

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