

Treasury Board Bargaining 2018: TC Wage Proposal



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

The PSAC TC Team proposes the following salary-related improvements in the following order:

Year 1 (June 22, 2018)

- 1. Existing allowances** will be expanded and rolled into salary. Allowances are subject to all future economic increases.
- 2. Wage restructuring:** Add two increments to all pay scales, delete the lowest two increments and move all members up by two increments (4% each).
- 3. Group specific and expanded occupational allowances** will be created/ applied to restructured rates of pay (see chart). Allowances are subject to all future economic increases.
- 4. Economic increase: 3.75%**

Year 2 (June 22, 2019)

Economic increase: 3.75%

Year 3 (June 22, 2020)

Economic increase: 3.75%

How do our wages compare?

A **2015 PSAC-commissioned Pay Study** revealed that TC bargaining unit members' wages are on average 13.3% below their comparators.

Additionally, EG members, who comprise the majority of the TC bargaining unit, do work equivalent to their Canadian Food Inspection Agency comparators, but their wages lag behind by nearly a full increment.

How were the allowances determined?

Occupational allowances take into consideration:

- The wage gap for the group.
- Existing allowances achieved in the last collective agreement (rolled into salary), where applicable, and
- Any additional factors (as noted).

Allowances are annual and will be rolled into the salary. Appendices referred to are in current TC collective agreement (psacunion.ca/technical-services-tc-group).

Get bargaining updates at psacunion.ca/tc

Treasury Board TC: Wage Restructure and Group-Specific Occupational Allowances

Groups	Wage Restructure	New allowance: added to existing allowance (as per Appendix) and to be rolled into salary	Appendix page #
Aircraft Maintenance Engineers	4% + 4%	EG-05 & EG-06 located in Prince Rupert: \$5,000	
EGs and TIs at DND fleet maintenance facilities, contractor's ship repair yards, and facilities that perform 3rd and 4th line maintenance	4% + 4%	EG-04 \$5,654 (7.77%), EG-05 \$6,219 (7.77% of salary), EG-06 \$4,535 (5.01% of salary, after existing allowance of \$2,500 is rolled in) EG-07 \$7,525 (7.77% of salary) TI-05 \$6,272, TI-06 \$7,065 & TI-07 \$7,763 (all: 8.36% of salary)	BB p.183
Fishery, Environmental Enforcement and Wildlife Officers	4% + 4%	GT-02 \$7,277, GT-03 \$8,119, GT-04 \$9,124 & GT-05 \$10,196 (all: 12.31% of salary, after existing allowance of \$3,000) GT-06 \$13,732, GT-07 \$15,751 (both: 15.47% of salary; includes catch up to GT-02/03/04/05)	Z p.181 AA p.182
Labour Affairs Officers	4% + 4%	TI-05 \$3,628 (4.65% of salary, after existing allowance of \$3,000 is rolled in) TI-06 \$6,704 (7.93% of salary; includes catch up to TI-05)	DD p.185
TIs at Measurement Canada	4% + 4%	TI-03 \$8,215, TI-04 \$9,025, TI-05 \$10,056, TI-06 \$11,278, TI-07 \$12,355 (all: 12.88% of salary, after existing allowance of \$3,000 is rolled in)	EE p.186
Canadian Grain Commission	4% + 4%	Apply pay note 4 to all members (roll in \$2,000 allowance) + allowance of 1.74% of salary for PI-01 \$978, PI-02 \$1,054, PI-03 \$1,134, PI-04 \$1,242, PI-05 \$1,365, PI-06 \$1,495, PI-07 \$1,623 TI-03, TI-04, TI-05, TI-06, TI-07 at CGC: 12.88% + \$3,000 allowance (catch up to MC)	



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Groups	Wage Restructure	New allowance: added to existing allowance (as per Appendix) and to be rolled into salary	Appendix page #
Search and Rescue Coordination, and other Coast Guard Positions	4% + 4%	<p>SAR Coordinators: GT-05 \$14,946 (18.01% of salary), GT-06 (Regional Supervisor) \$19,534 (22.01% of salary: 18.01% + 4% catch up from last round);</p> <p>Employees with Transport Canada or Canadian Marine Certificates of Competency - All of the following positions to receive 22.01% of salary (18.01% + 4% catch up from last round):</p> <ul style="list-style-type: none"> • EOC/ROC GT-05 Officers and GT-06 Deputy Superintendents; • Hovercraft Base GT-04 First Officer, GT-05 Craft Captain, and GT-06 Officer in Charge; • Coast Guard GT-05 Senior Response Officers, and GT-06 Supervisor 	CC p.184
Canadian Coast Guard	4% + 4%	EG and GT : current allowance at Appendix W rolled into salary	W p.173
Transportation Inspectors at Transport Canada or Transportation Safety Board	4% + 4%	<p>TI-Aviation including CASI-OSH, Aerodrome and Aviation Security: TI-05 \$11,009, TI-06 \$13,263, TI-07 \$13,263, TI-08 \$15,802 (all 13.42% of salary)</p> <p>TI-Marine including Marine Security: TI-05 \$11,526, TI-06 \$13,514, TI-07 \$14,726 TI-08 \$16,185 (all 13.42% of salary)</p> <p>TI-Rail, Rail Security, and TDG at Transport Canada or TSB will be incorporated into Rail portion of Appendix A-1: TI-06 \$12,827, TI-07 \$13,978, TI-08 \$15,437 (all 13.42% of salary)</p>	A-1 p.98
EGs at Percy Moore and Norway House Hospitals	4% + 4%	Laboratory Technologist \$15,000, X-Ray Technologist \$15,000; (both: after existing allowance of \$5,000 is rolled in)	X p.175
Ammunition Technicians	4% + 4%	GTs 16.07% of salary	