

# Treasury Board Bargaining 2021: 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, 2021)

1. Existing allowances will be expanded and rolled into salary. Allowances are subject to all future economic increases.
2. Wage restructuring: Add one increment to all pay scales, delete the lowest increment and move all members up by one increment (4%).
3. Group specific occupational allowances will be created/applied to restructured rates of pay (see following pages). Allowances are subject to all future economic increases.
4. An economic increase of 4.5%

Year 2 (June 22, 2022)  
Economic increase 4.5%

Year 3 (June 22, 2023)  
Economic increase 4.5%

## How do our wages compare?

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

Additionally, at least some TC wages are on average lower than those of comparators in the public service.

## How are our allowances determined?

### Occupational allowances take into consideration:

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

*Allowances are annual and will be rolled into the salary. Appendices referred to are in current TC collective agreement.*

# 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
Transportation Inspectors at Transport Canada or Transportation Safety Board	4%	TI-Aviation incl. CASI-OSH, Aerodrome & Aviat'n Security: <b>TI-05</b> to <b>TI-08</b> : 20.24% incr. to salary; TI-Marine incl. Marine Security: <b>TI-05</b> to <b>TI-08</b> : 20.24% increase to salary; TI-Rail, Rail Security, and TDG or any other discipline not covered above at Transport Canada or TSB incorporated into Rail portion of Appendix A-1: 20.24% increase to salary; Include DND in list of departments eligible for A-1	A-1
Aircraft Maintenance Engineers	4%	AMEs who are the <b>only AME working at a base</b> : \$6,000 as part of salary	R
EGs and TIs at DND fleet maintenance facilities, contractor's ship repair yards, and facilities that perform 3rd and 4th line maintenance	4%	Roll existing allowance into salary; include employees at DND contractor's ship repair yards, National Defence Quality Assurance Regions, or Quality Assurance Works Centres in existing allowance (\$2,500); include Life Cycle Materiel Managers at DND; New annual allowance for Project Managers ( <b>GT-07</b> ) 7.2% and Senior Managers ( <b>GT-08</b> ) 10.4% at FMFs in Victoria and Halifax	BB
Labour Affairs Officers	4%	Roll existing allowance of \$3,534 into salary; new allowances <b>TI-05</b> and <b>TI-06</b> : 6.3% of salary	DD
TIs at Measurement Canada	4%	Roll existing allowance \$3,534 into salary; new allowances <b>TI-03</b> to <b>TI-07</b> : 15.44% of salary	EE
Search and Rescue Coordination, and other Coast Guard Positions	4%	Roll current allowance of \$5,354 into salary and increase allowance by 10% of salary; Expand appendix to include <b>GT-05</b> Icebreaking Program Officers, EOC/ROC <b>GT-05</b> Officers and <b>GT-06</b> Deputy Superintendents with Marine Certificates of Competency; Expand hovercraft allowance to include those with an AME license	CC
Shore-based Groups at Canadian Coast Guard (CCG)	4%	Roll existing allowances into salary; include EG-08s; Increase additional monthly allowances as part of salary: <b>EG-06</b> \$635, <b>EG-07</b> \$765, <b>EG-08</b> \$1,239; <b>GT-06</b> \$490; <b>GT-07</b> \$172; <b>GT-08</b> \$140	W
Environmental Response Officers at Transport Canada	4%	New annual allowance for environmental response regulatory inspectors and officers as part of salary: <b>GT-05</b> 7.5% and <b>GT-07</b> 7.8%	

# 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
Fishery, Environmental Enforcement and Wildlife Officers	4%	Roll existing allowance into salary; new allowances GT-02 to GT-04: 17.7% of salary; GT-05 to GT-07: 14.4% of salary	C Z AA
Canadian Grain Commission	4%	Roll pay note 4 (\$2,000 annually) into salary and apply to all PIs regardless of location; match TIs to any increase to Appendix EE; delete steps 1 and 2 of PI-CGC-01 pay scale	A
EGs at Directorate of Technical Airworthiness and Engineering Support (DTAES) at DND	4%	New annual allowance: parity with TI-aviation rates	
EGs at Percy E. Moore and Norway House Hospitals	4%	New annual allowance after existing allowance of \$5,000 is rolled in: Laboratory Technologist \$15,000; X-Ray Technologist \$15,000	X
Ammunition Technicians	4%	New annual allowance: GTs 16.07% of salary	
Salmonid Enhancement Program	4%	New annual allowance of \$3,000 for GT-02 to GT-06 and EG-02 to EG-05 Fish Hatchery, Aquaculture, and Stock Assessment workers	
<b>Other Monetary Proposals</b>			
Environmental Response at SAR Canadian Coast Guard	4%	Limitations on duration for field interventions; improvement to rest periods	
Aircraft Maintenance Engineers	4%	Increase flight pay to \$30/hour and test flight pay to \$45/hour; Increase to Shipboard or Special Allowance: 40 hours at double time rate	R
Flight Pay	4%	\$30/hour while flying for employees whose duties must be conducted in an aircraft	
Sea Trials	4%	Parity with the EL group for those who work aboard vessels	L