



Table 2

Joint Pay Study

What is our demand?

- PSAC is asking Treasury Board for an adjustment to the wage rates at Table 2, before applying any economic increase, in order to address the gap between these wage rates and comparable rates outside the federal public sector.

Why have we proposed this demand?

In the final stages of the last round of bargaining, PSAC and Treasury Board agreed to conduct a study into the rates of pay at Table 2. A joint committee established the terms of reference for the project. The compensation research firm Morneau-Sobeco was hired to carry out the research and present the results.

The Morneau-Sobeco study involved the collection and analysis of data on 31 different positions, selected jointly by PSAC and Treasury Board as being representative of Table 2. The study is also based on data collected from 172 different public and private sector employers, covering a total of nearly 38,000 employees. The data collection began in March 2003 which means the results are directly comparable with the Table 2 wages for 2003.

The study results, released in October 2003, confirm what the union has known all along from its own research. The average wage of matching positions in the outside market is \$21.41 an hour compared to the Table 2 average of \$17.78 per hour (based on the 31 positions surveyed). That's a difference of \$3.63 an hour or 20% less for PSAC members.

This wage gap is broadly consistent with research presented by the PSAC to earlier Conciliation Boards. In 1998, our research showed a \$4.11 per hour wage gap and in 2001, a 24% gap.

Essentially, the study confirms that our trades workers, electricians, firefighters, vehicle mechanics and heating plant operators, to name a few, are lagging behind their counterparts at the municipal and provincial levels and in the private sector. The years of government wage freezes in the 1990s, combined with back-to-work legislation, have contributed to the wage gap.





What has been the employer's response?

Treasury Board agreed to the study in the first place and then jointly agreed on the study terms of reference, the choice of independent consultant to carry it out and the positions to be included. So far, Treasury Board has refused to acknowledge the results at the bargaining table.

