



## Regional Rates of Pay: Unfair and Inconsistent

Currently, approximately 8,000 employees under the Treasury Board Table 2 (Operational Services) collective agreement are being paid based on a regional wage rate structure that divides the country into three separate zones:

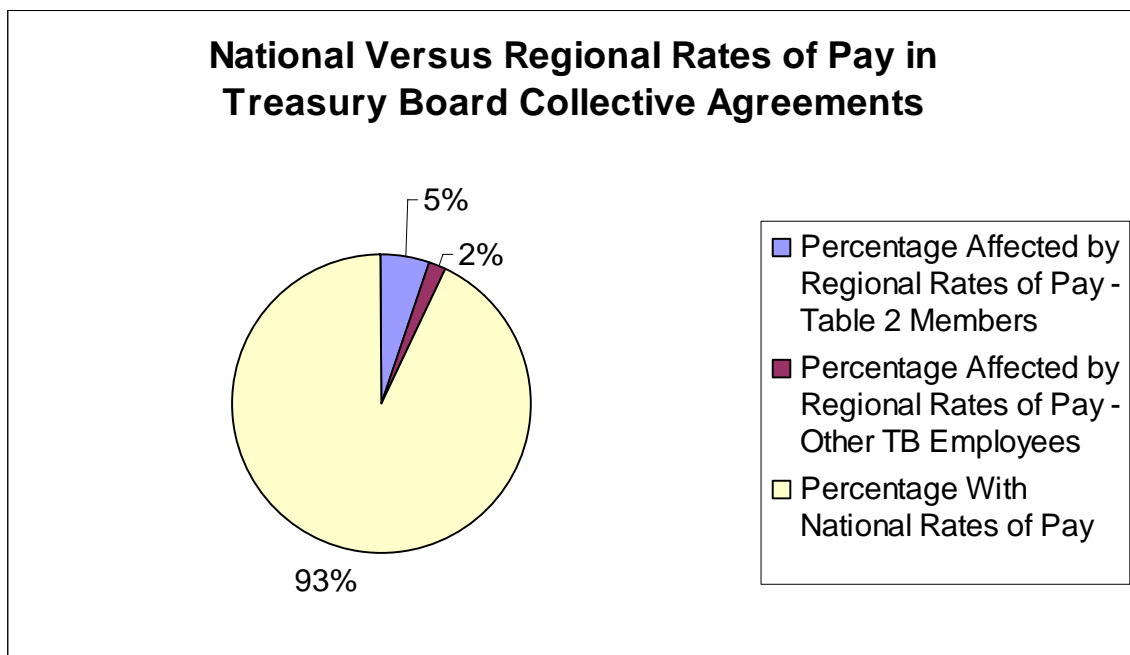
- British Columbia and the Territories,
- The Atlantic, Quebec and Ontario,
- Manitoba, Saskatchewan and Alberta.

The result? Some employees are paid dramatically less than those who do the same work elsewhere in the country. For example, under the current agreement for Table 2, an employee working in Calgary, Alberta could make up to 17.1% less than an employee doing the exact same work in Kamloops, BC.



On average, Table 2 employees with regional rates of pay working in Manitoba, Saskatchewan and Alberta make 9.4% less than their counterparts in BC and the Territories. The average wage loss for similar employees in the Atlantic, Quebec and Ontario is 7.5%.

### The Vast Majority of the Federal Public Service Enjoy National Rates of Pay:



## **Would MPs Accept Regional Rates of Pay for Themselves?**

It's not acceptable for some Table 2 members to be penalized based on where they live. A Member of Parliament from Toronto would never agree to be paid 7.5% less than an MP representing a BC riding nor would an MP from Edmonton accept being paid 9.4% less than a BC counterpart. If this would be unacceptable for Members of Parliament, why should it be acceptable for federal government employees?

The PSAC National Rates of Pay committee therefore asks you to join with us by pledging to work towards the elimination of pay zones in the Table 2 Collective Agreement.