



# **Public Sector Employers' Council Secretariat**

Overview: Public sector labour relations in British  
Columbia

**March 2015**

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## History of the PSEC Model

Prior to 1993, when the current model was developed, various B.C. governments found they were responsible for the funding of hundreds of public sector collective agreements over which they had limited control over negotiated outcomes. The PSEC Model was the result of the Korbin Commission of Inquiry into the Public Service and Public Sector which found the decentralized bargaining structure then in place to be too costly and inefficient.

The authority for the PSEC Model is contained in the *Public Sector Employers Act* (the Act). It includes administering and managing the development and implementation of labour relations policies and practices in the provincial public sector.

The PSEC Model under the *Public Sector Employers Act* - with one central agency co-ordinating union and non-union compensation across the public sector through the Secretariat and sectoral employers' associations – allows unions to bargain directly with employers' associations and employers while ensuring that government's policy direction and the needs of taxpayers are respected.

Government is ultimately accountable to the public for the costs and service delivery outcomes of bargaining and non-union compensation. The PSEC Model allows government the means to manage and reconcile these core interests. In addition to the public service, the model coordinates bargaining and compensation for the health, social service, K-12, university, college, and Crown corporation sectors.

Provincial mandates in B.C. lay out the broad terms for bargaining consistent across all sectors. Employers must conduct their negotiations within this mandate framework, and employer-specific elements of bargaining must receive government approval.

An informative video on government's perspective on bargaining is available at:  
<https://www.youtube.com/watch?v=vrg-2n0H5rY>

PSEC works *with & through* **Employers' Associations** to coordinate bargaining and non-union compensation in **seven sectors**:

- Health
- K-12
- Research Universities
- Colleges & Institutes
- Social Services
- Crown corporations

Model does **not** cover **Local Government**

\*Public Service Agency



### **Public Sector Employers' Council Secretariat**

The Public Sector Employers' Council (PSEC) Secretariat is central agency in the Ministry of Finance. It supports government in setting and co-ordinating strategic directions in human resource management and labour relations for the broad public sector.

As well, it supports the Minister responsible for the Act (Minister of Finance) in directing employers to create compensation plans for both excluded and executive employees, which may include CEO compensation, wages, benefits, and perquisites.

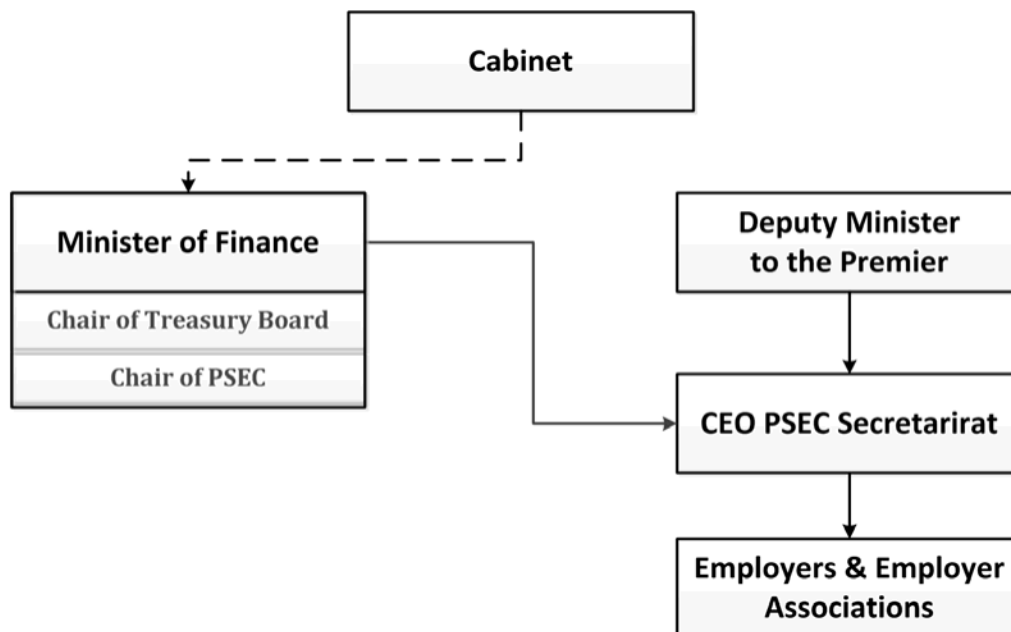
In its responsibility for coordinating negotiations, PSEC is generally kept separate from the direct funding arm: Ministry of Finance.

It also represents government in its role as a partner under the *Public Sector Pension Plans Act* and the joint trust arrangements established for the four public sector pension plans.

Government's role in the four public sector pension plans is based on the *Public Sector Pension Plans Act* and joint trust agreements. It includes representing government in its role as a partner in the plans, working with other partners to the pension plans to achieve the goals of the plans in a sustainable manner, monitoring government's risk exposure and providing policy advice to both government and public sector employers.

PSEC Secretariat supports Treasury Board by chairing and providing secretariat support to a committee established by Treasury Board to administer remuneration of appointees to provincial government boards and tribunals.

### **Organizational structure linking PSEC Secretariat to Ministry of Finance**



## **Employers' Associations**

The *Public Sector Employers Act* establishes six employers' associations to carry out strategic direction of government in each of the following sectors: health, K-12 public education, social services, post-secondary, Crown agencies, and research universities. The BC Public Service Agency, established under the *Public Service Act*, acts as an employers' association for the BC Public Service.

Government relies on employers' associations to implement government direction, and employers' associations must also balance other interests, including:

1. Operational directives from employers in their sectors.
2. Policy objectives from relevant line ministries.
3. Financial mandates from government.

Employers' associations vary in staff size from one person to approximately 100. The majority of employers' associations are funded directly by the PSEC Secretariat, although some also receive funding from line Ministries and from member-employers. Association boards are partly appointed by government and member-employers.

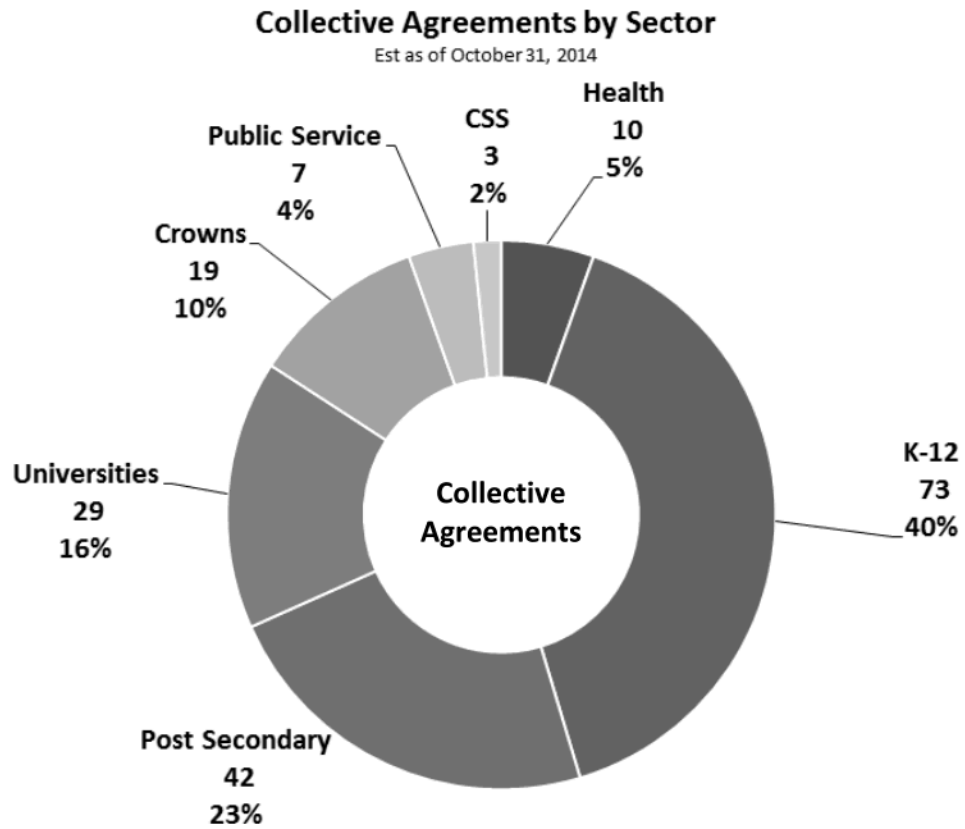
Government has the statutory ability to unilaterally direct changes to employers' association bylaws, and replace association boards of directors with a public administrator.

The table below details the funding and board structures of these associations. The number of agreements by sector and employers' association is on the page following the table.

<b>Employers' Association</b>	<b>Role</b>	<b>Board Structure</b>	<b>Funding</b>
<u>BC Public School Employers' Association</u>	Accredited bargaining agent for the province's 60 public school boards in negotiations with the BCTF and Support Staff unions.	Normally a 15-member board. Nine members elected annually by school trustees; four appointed by government; two non-voting members appointed by the British Columbia Association of School Business Officials and the British Columbia School Superintendents Association. Currently has a public administrator in place.	s.17
<u>Health Employers' Association of BC</u>	Accredited bargaining agent for health sector employers.	Eleven-person board. Six directors appointed from health authorities; two by the provincial government; and one member each appointment	

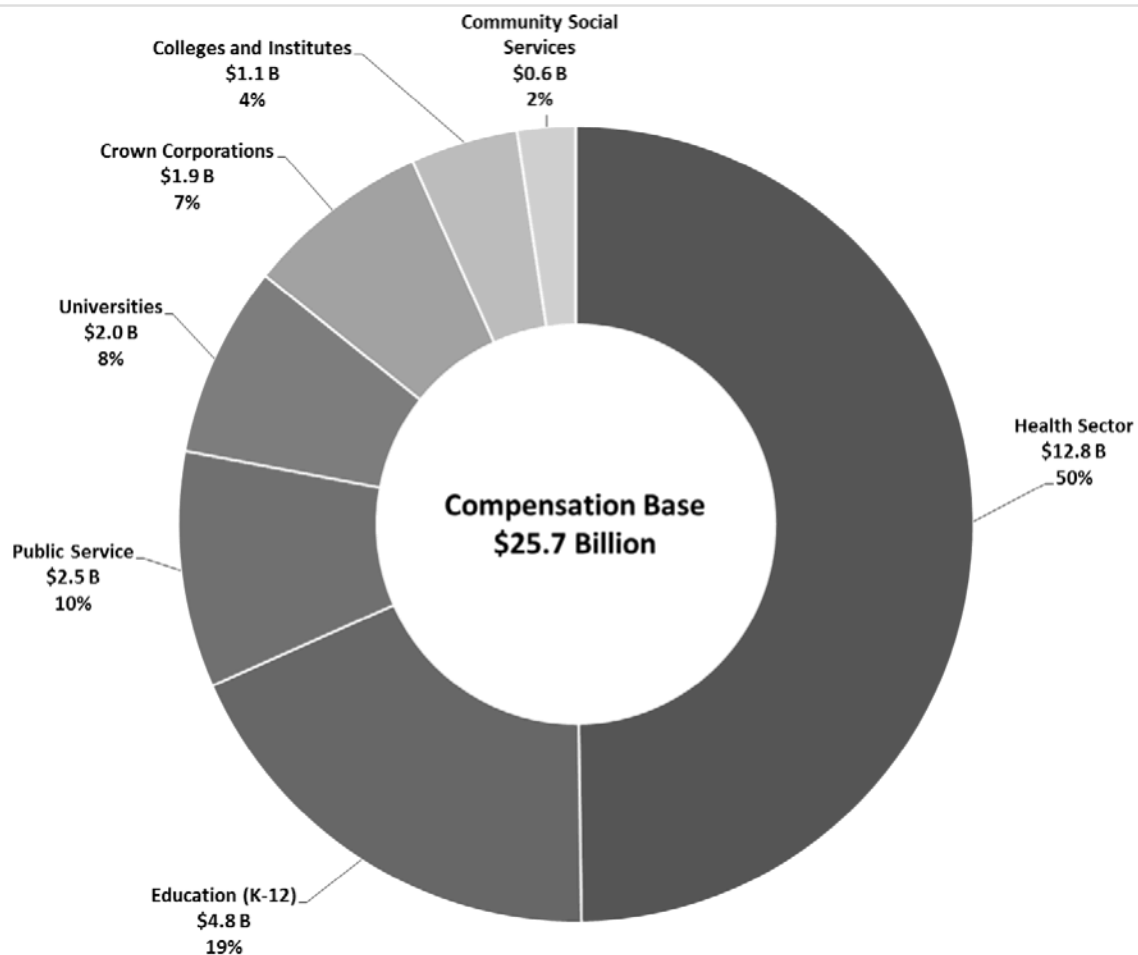
		by proprietary care providers, affiliated care providers and denominational care providers.	s.17
<u>Post-Secondary Employers' Association</u>	Employer bargaining agent for 19 public colleges, teaching universities, and institutes.	Ten-person board. Six elected annually by employers; two appointed by government; two non-voting members are the Chair and Vice-chair of the PSEA's Standing Committee on Human Resource Practices.	
<u>Community Social Services Employers' Association</u>	Accredited bargaining agent for over 200 member social service employers.	Up to 11 directors. Seven directors appointed by representatives of social service agencies; one appointed by Community Living British Columbia; up to three appointed by the provincial government.	
<u>University Public Sector Employers' Association</u>	Coordinates communications and sectoral labour relations strategy for the seven Research Universities. Not an accredited bargaining agent.	Has an informal board comprised of university presidents, PSEC CEO, and an ADM from the Ministry of Advanced Education.	
<u>Crown Corporation Employers' Association</u>	PSEC performs the functions of the association to coordinate communications between Crowns and Government. Not an accredited bargaining agent.	Up to 11 directors. Eight directors elected or appointed by employers; two appointed by the government; Chair elected from Chief Executive Officers of member-employers.	
<u>BC Public Service Agency</u>	Accredited bargaining agent for Government in negotiations with unions representing direct Government employees (e.g., BCGEU Master)	n/a	

Agreements by Sector/Employers' Association



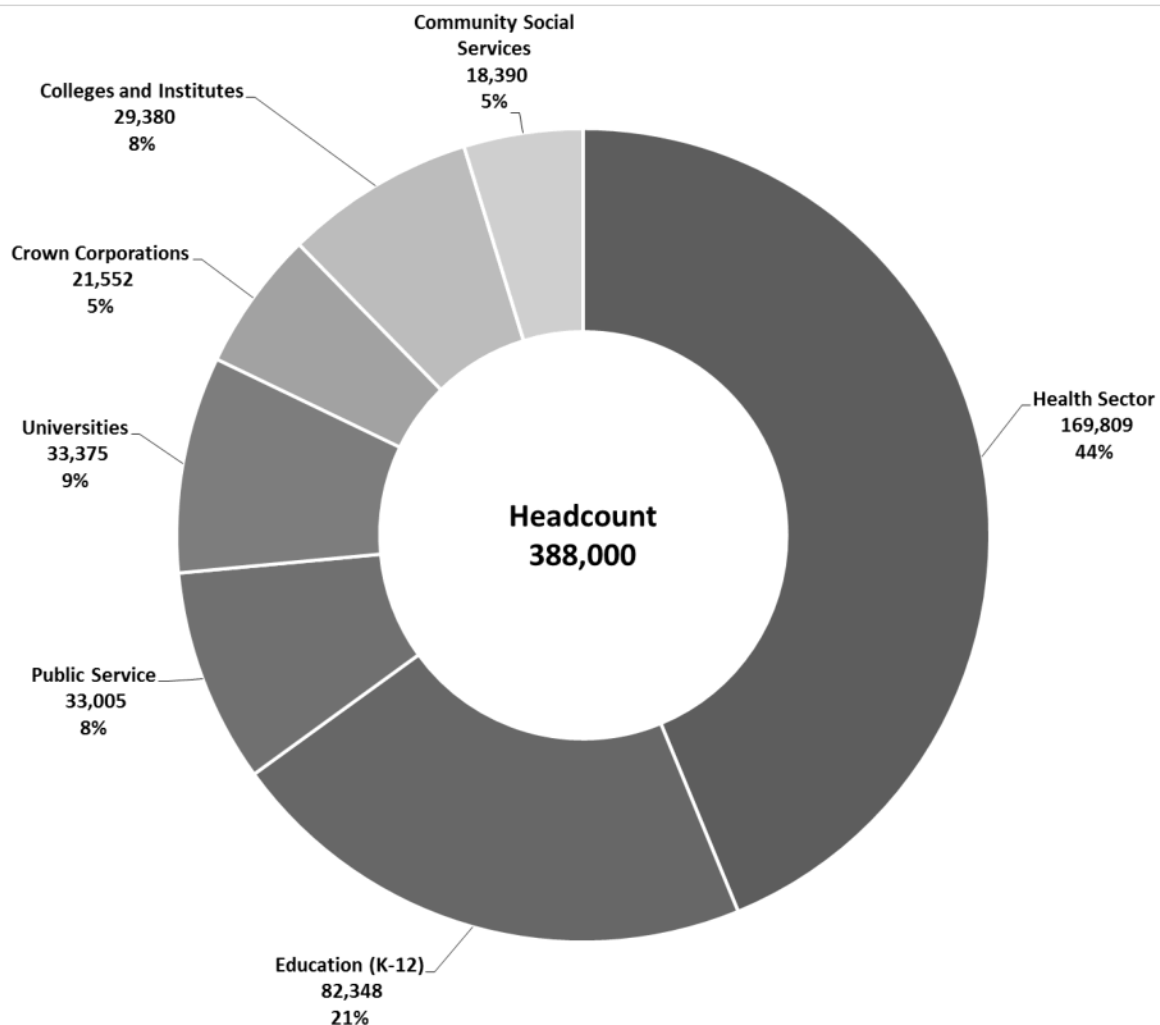
### Context - B.C. Provincial Public Sector

- **\$25.7 billion** in annual compensation costs, equivalent to over **57%** of the government budget
- A 1% change in total comp = \$257 M
- Every 1% change in unionized worker comp = \$211 M



### Scope - B.C. Provincial Public Sector

- 120 employers + 350 contracted service providers (mainly in social services)
  - 60 school districts
  - 60 individual employers
- 183 collective agreements
- 388,000 union and non-union employees



### Setting the Mandate

- The Mandate defines the “sandbox” within which public sector employers are able to bargain.
- Set centrally by Cabinet, but developed through consultation with line Ministries, employer bargaining agents, and employers.
- This develop format attempts to ensure that mandates reflect the interests of line Ministries (policy and service objectives) bargaining agents (negotiability) and employers (service delivery).
- With input from Cabinet and employers' associations, PSEC also develops the overall bargaining strategy and coordinates timing of discussions.
- PSEC reviews all bargaining plans, costing and final offers to make sure they are within the fiscal mandate prior to shepherding the appropriate Ministers for final approval.
- PSEC Secretariat works with employers' associations during bargaining to make sure that government's financial interests are represented and that the financial mandate is delivered.
- Every employer bargaining agent (either an employers' association or an individual public sector employer) must have a Provincially-approved bargaining plan in place to govern its negotiations to renew an expired collective agreement.

### Process for Employers and Employers' Associations

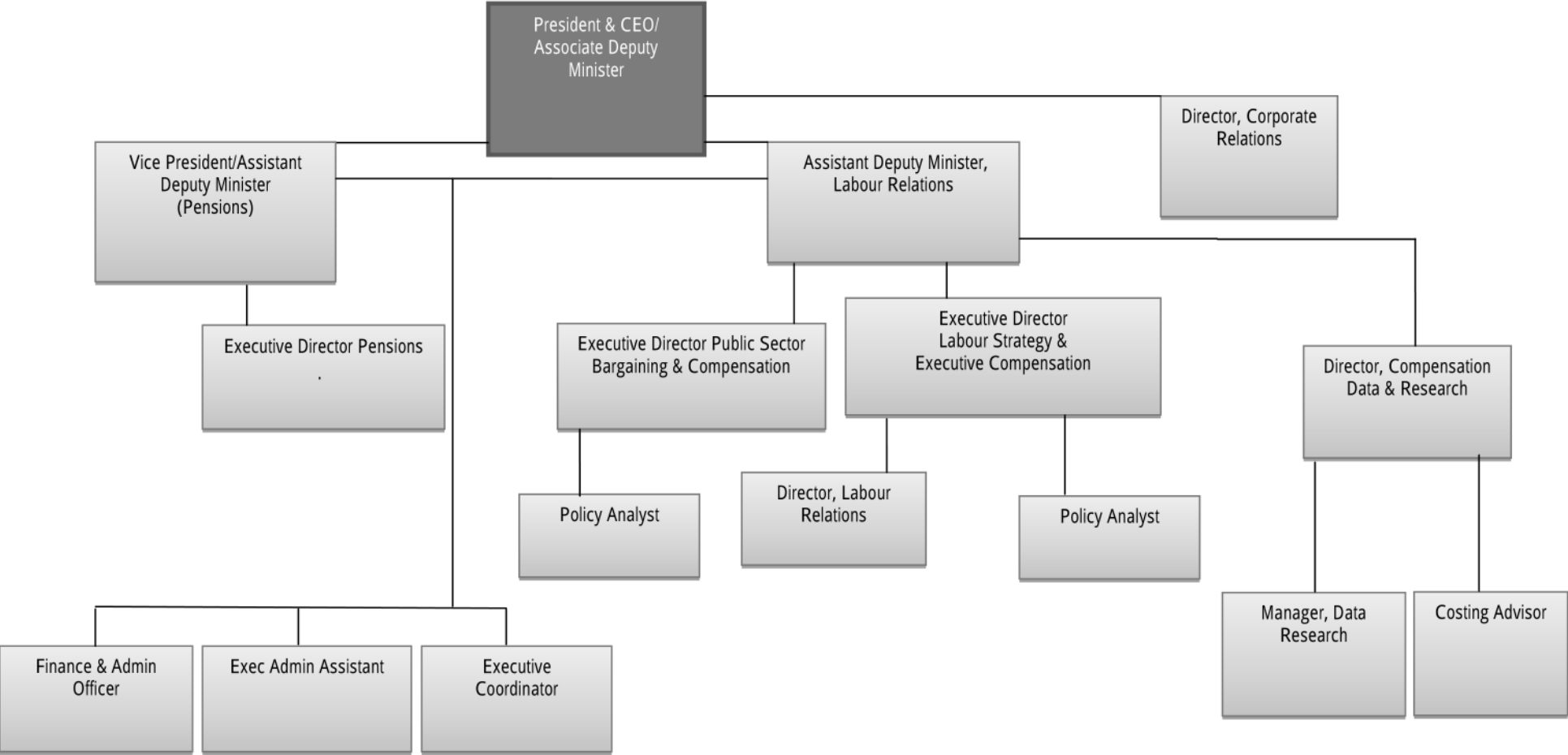
- PSEC issues an Employers' Guide to the Mandate to ensure that employers and employers' associations have a clear set of guidelines regarding the mandate, outlining the process for approval and other instructions for the round of negotiations.
- Prior to bargaining, employer bargaining agents and ministries will collaborate on bargaining plans for their sector.
- Employer bargaining agents must submit finalized bargaining plans to their Ministers Responsible (Ministers) and the Public Sector Employers' Council Secretariat (the Secretariat) **prior to the start of bargaining on substantive issues** (specifically, employer bargaining agents **may not** discuss monetary items until a bargaining plan has been approved).
- Bargaining plans may be sectoral, may include all union tables at a single employer, or may be prepared for each individual table.
- Once the Secretariat has confirmed that the Province has approved a bargaining plan, the employer bargaining agent can seek a negotiated settlement in line with the

approved bargaining plan. Bargaining plan approval will be confirmed by a written bargaining direction letter from the President and CEO of the PSEC Secretariat.

- The PSEC Secretariat co-ordinates the review and approval of collective agreement proposals during bargaining.
- It may seek assistance from the ministry responsible to review and approve specific proposals related to public policy requirements, service delivery objectives or any other contextual matters.
- The Economic Stability Mandate must be considered in the context of the Province's broader strategic direction for an individual employer, a sector, or a sub-sector.
- Settlements will be differentiated between sectors and potentially between employers in some sectors due to the flexibility to negotiate different increases for groups, targeting increases to those occupations where employers are experiencing recruitment and retention issues.
- Every employer bargaining agent (either an employers' association or an individual public sector employer) must have a Provincially-approved bargaining plan in place to govern its negotiations to renew an expired collective agreement.



**Appendix 1 – PSEC Organizational Chart**



## **Appendix 1 continued - Position Overviews**

**President & CEO/Associate Deputy Minister** reports to the Minister of Finance and the Deputy Minister to the Premier. Responsible for all operational aspects of PSEC including; coordinating strategic direction in human resource management and labour relations for the broader public sector, union and non-union compensation, and represents government in its role as a partner in the four public sector pension plans.

**Assistant Deputy Minister, Labour Relations** reports to the CEO. Responsible for providing strategy, policy advice and recommendations on human resources and labour relations with respect to collective bargaining for the broader public sector to ensure compliance with government's mandate.

**Executive Director, Labour Strategy & Executive Compensation** reports to ADM Labour Relations. Responsible for providing strategic policy advice regarding labour relations, human resource management, communications and non-union compensation, works with employers and employers' associations on compliance with government's mandates and ensure executive compensation plans are in place.

**Executive Director, Public Sector Bargaining & Compensation** reports to ADM Labour Relations. Responsible for providing strategic policy advice regarding labour relations, human resource management, ensuring public sector collective agreements are within established mandates and provides analysis and recommendations with respect to employers' associations governance across the public sector

**Director, Corporate Relations** reports directly to the CEO. Responsible for providing advice and coordination on the strategic communications to support the province's labour relations, union and non-union compensation, including all aspects of aligning external and internal communications across government and with stakeholders.

**Director, Labour Relations** reports to the Executive Director, Labour Strategy & Executive Compensation. Responsible for leading consultation and outreach for PSEC and supporting the achievement of government's labour relations and excluded compensation goals, managing implementation of collective bargaining mandates, provides strategic labour relations and communications advice.

**Director, Compensation Data & Research** reports ADM Labour Relations. Responsible for compensation research, data analysis, information systems planning and development, and compensation comparison analysis which forms the basis for reporting, policy decisions and planning.

**Manager, Data Research** reports to the Director, Compensation Data & Research. Responsible for strategic analysis and recommendations related to emerging trends in the areas of compensation and benefits, labour relations and human resources, compensation databases and costing collective agreements.

## **Appendix 2 – List of Associated Statutes**

- *Public Service Labour Relations Act*  
[http://www.bclaws.ca/civix/document/id/complete/statreg/96388\\_01](http://www.bclaws.ca/civix/document/id/complete/statreg/96388_01)
- *Public Sector Employers Act*  
[http://www.bclaws.ca/EPLibraries/bclaws\\_new/document/ID/freeside/00\\_96384\\_01](http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/00_96384_01)
- *Public Education Labour Relations Act*  
[http://www.bclaws.ca/EPLibraries/bclaws\\_new/document/ID/freeside/00\\_96382\\_01](http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/00_96382_01)
- *Health Authorities Act*  
[http://www.bclaws.ca/EPLibraries/bclaws\\_new/document/ID/freeside/00\\_96180\\_01](http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/00_96180_01)
- *Community Services Labour Relations Act*  
[http://www.leg.bc.ca/37th4th/3rd\\_read/gov61-3.htm](http://www.leg.bc.ca/37th4th/3rd_read/gov61-3.htm)
- *Labour Relations Code*  
[http://www.bclaws.ca/EPLibraries/bclaws\\_new/document/ID/freeside/00\\_96244\\_01](http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/00_96244_01)

### **Appendix 3 – Hansard Transcript Excerpts - Introduction of *Public Sector Employers Act***

Second reading of Bill 78 (July 21, 1993):

<https://www.leg.bc.ca/hansard/35th2nd/h0721pm.htm>

#### **PUBLIC SECTOR EMPLOYERS ACT**

**Hon. G. Clark:** The new Public Sector Employers Act is the result of recommendations to government by the Korbin commission. You may recall that the commission had a mandate to inquire into the management of human resources in the broad public sector and to report on ways that government may more effectively deliver human resources in that sector. The commission has based its recommendations on the results of many months of consultation with the interested parties, including employers and bargaining unit representatives. The broad public sector in British Columbia is composed of the direct public service; health; education, meaning K to 12; colleges and institutes; universities; community social services; and Crown corporations, agencies, and commissions. Funding for the programs in these sectors is provided primarily, if not exclusively, by the government.

There are approximately 300,000 employees working in these sectors. Their compensation is approximately \$10.9 billion annually, or about 57.4 percent of the total provincial budget. The representatives of these employees bargain collectively with approximately 3,000 employers at about 400 bargaining tables. Despite the significance of these statistics on the economy of the province -- and on the fiscal position of the province, I might say -- there has never been a formal framework for expenditure accountability between the government, which provides the funding on the one hand, and the public sector bodies that spend the money on the other. The informal framework that has been in place has not proven successful and has led to inefficiencies and inequities in several areas.

This is all about **better management accountability in the broader public sector**. Frankly, this bill introduces accountability. Many matters addressed by the Korbin commission will require careful consideration with a view towards implementation. Some of these issues are within the specific purview of my cabinet colleagues, who retain responsibility for them. The process introduced by this bill ensures a long-term, coordinated approach to public-sector human resource and labour relations matters.

This bill addresses these important issues by providing that framework of coordination and accountability to the government. It will do this by establishing a body known as the Public Sector Employers' Council. This council will be made up of members of cabinet and representatives of each of seven sectors in the broad public sector, including the public service. The functions of this council will be to set and coordinate strategic directions in human resource management and labour relations. The membership of this council, chaired by the chair of Treasury Board, is also planned to include key sectoral ministers. It is apparent that this

council, given its composition, will have substantial influence on the mandate approval process. It will also facilitate the examination of human resource issues to allow public sector employers to plan solutions and advise government. Another important function will be to provide ongoing consultation between public sector employers and representatives of public sector employees on policy issues.

The new bill will also require the formation of an employer association in each of the six identified sectors. The purposes of these associations will be to coordinate among the member employers issues such as compensation for non-bargaining unit employees, benefits and general human resource practices, as well as collective bargaining objectives. Each employer in the sector will be required to become and remain a member of the association. For the first time, public sector employer organizations, assembled as associations in this bill, must make provision for the representation of the government on their boards of directors. The bill also provides that these employer associations may apply on their own initiative to the Labour Relations Board to become the accredited bargaining agent for the members of the association. The Minister of Labour and Consumer Services, in the interests of labour relations peace, may also direct the board to consider whether any group of employers or all of them should be designated as the exclusive bargaining agent for all or part of a sector.

The new Public Sector Employers Act represents an important step toward **ensuring accountability among public sector employers**. This **reflects government's responsibility to ensure control over compensation costs in the public sector**. The taxpayers of this province have a right to expect that their tax dollars are being spent efficiently and effectively to support these public services. The work of the Korbin commission represents the most significant process of public sector human resource management consultation in the last 20 years. This legislation provides a framework for **developing effective relationships between government, employer and employee groups**, as we work toward a common goal of providing the best and most efficient services to the public.

**...Hon. G. Clark:** I think it's unfair to look at this section and say that this is the only section that tries to deal with it. I think that the forming of employers' associations in and of themselves is a major step toward dealing with whipsawing and the like, and this section dealing with purposes is pretty all-encompassing: "...to ensure the coordination of human resource and labour relations policies and practices among public sector employers...."

I'll grant you -- I agree with this, and I commend this approach to the members opposite -- that this is a good bill that tries to deal with these questions, but the test isn't the bill. Setting up employer associations doesn't mean that we're going to reduce public sector wage costs or wage increases. Setting up a public sector employers' council doesn't solve the problem. It's a good structure. The Business Council's approach -- I hope I'm not misrepresenting their position -- is that this is a good step and a good approach. It brings the employers' associations together, and it has an employers' council. **We think it has all the elements to try to control wage costs.** But at the end of the day, it doesn't do that. What does that is government and public sector employers taking a position to achieve that end. This sets up a framework, but the government

will be tested by how well we do. I think that's a legitimate position to take, and as I said, I urge members opposite to take that position, because who forms government over the next decade or two is not important; what's important is that now there will be a framework for government to have some influence over those settlements. How the government exercises that influence is a question for public debate and legitimate public scrutiny.

My view is that the purposes section and the whole act do assist the government in setting a framework to try to deal with these questions, as the member alluded to. But in and of itself it doesn't do that; nor would amending the Purposes section do that, either. It's really a matter of political will, if you will, and **the ability of government to try to achieve certain objectives.**

<http://www.leg.bc.ca/hansard/35th2nd/h0726pm.htm>

**...Hon. G. Clark:** This is how we define whether or not they're an employer for the purposes of the act. It's not a question of how we appoint members of a board or commission. We're simply saying that in order to qualify as a public sector employer under the direct control of the government in this part of the definition section, 50 percent of its board of management or board of directors have to be appointed by an act or by a minister or by the Lieutenant-Governor-in-Council. So we're not casting judgment here on how people are appointed or trying to reach into other acts; we're simply saying, for the purposes of describing a public sector employer for the purpose of this act, one of the things that has to be complied with is that 50 percent or more of their members be appointed by an arm of the government.

**J. Weisgerber:** Let me try again to convince the minister that the way the purposes section of the act is written, if a group of employers and employees were to sit down and look at the sections of this act and at the purposes, a public sector bargainer might well say: "We should be seeking to bring up those sectors that are at lower wage levels." So rather than controlling public sector wage costs, the effect of the legislation could well be to escalate the cost of settlements, as all the individuals in a particular sector race to catch up with whichever one has the highest or most attractive settlement. I do believe that under the purposes section some wording to reflect the need to control costs would at least start to set the framework for the purposes of this exercise -- assuming, of course, that that is the purpose and that this is not an exercise to appeal to public sector workers and say: "This is how we are going to bring up those of you at the lower end or level within your particular industry or sector." With that in mind, perhaps we can get at least something the minister's very good at: this really tough talk. Maybe he'll like to jump up and read into the record just what the intents are, with relation to either controlling public sector wage costs or, in fact, bringing up those sectors that might be lagging behind.

**Hon. G. Clark:** I'm going to resist the temptation to engage in what the member suggested. But I will say this: the member is correct in saying that this puts more pressure on government in some respects. There will be groups attempting to make the argument of levelling up. There's no question about that, and that is an area I am certainly cognizant of.

The problem is, of course, that that happens now, and in some respects they have a better chance of **whipsawing** the thing up. Of course, we still have inequities, so every year you're at the bargaining table where people are seeking to correct that injustice. So I agree with the member that there will be enormous demands to level up, and we're conscious of that.

I want to say, however, that from my perspective, we're trying to pursue fiscal responsibility and accountability in public sector wages, but also some fairness objectives. We're not here just to do one or the other. We're trying to solve legitimate problems and inequities, within the fiscal capacity to do so. That's a very big challenge, but it's not a question of just saying we're going to be tough on public sector unions. Obviously we have to bargain in a tough way, if you will, when we don't have very many resources. But it's also saying we want to be fair and deal with some of these problems at the same time, so that over time we can move forward in a more rational way than we have in the past.





## **EMPLOYERS' GUIDE TO THE 2014 ECONOMIC STABILITY MANDATE**

This document is strictly confidential and is to be used by employer bargaining agents to assist in preparation for collective bargaining.

December 2013

# Employers' Guide to the 2014 Economic Stability Mandate

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## Employers' Guide to the 2014 Economic Stability Mandate

### **How to use this Guide:**

Every employer bargaining agent (either an employers' association or individual public sector employer) must have a Provincially-approved bargaining plan in place to govern its negotiations to renew an expired collective agreement. The Employers' Guide to the **2014 Economic Stability Mandate** is designed to be a central reference document for employer bargaining agents to use in preparing bargaining plans. The guide contains descriptions of key components of the mandate that will assist employer bargaining agents in preparing bargaining plans, and also sets out expectations that the Province has of employer bargaining agents.

### **Interpretation of this Guide:**

The Employers' Guide to the **2014 Economic Stability Mandate** represents guidelines and strategic direction for public sector employers in British Columbia. In the event of a dispute, the Public Sector Employers' Council Secretariat reserves the right to be the sole body to interpret the guide and the policies it contains.

## Employers' Guide to the 2014 Economic Stability Mandate

### **The goals of the Economic Stability Mandate:**

- To create certainty and stability throughout the public sector through longer-term voluntarily negotiated agreements.
- To protect the Province's fiscal plan and public services by negotiating collective agreements that are affordable to the taxpayers of B.C.
- To provide public sector employees with the opportunity to share in the economic growth of the Province, conditional upon economic performance and ability to pay.

### **Section 1 - Background / Context**

Employer bargaining agents are preparing for the 2014 round of negotiations with a backdrop of continued economic uncertainty. The economy still faces challenges, and the current forecast is growth of 1.4 per cent. The September forecast predicted modest improvements in 2014. The Canadian and American economies continue to struggle, and while B.C. is in better economic shape than many other jurisdictions - government continues to forecast small surpluses in each of the three years of the fiscal plan. The **Economic Stability Mandate** recognizes and supports the Province's commitment to deliver balanced budgets.

**Total compensation** for the public sector currently costs the Province \$24 billion annually. An increase of one per cent in total compensation for all unionized public sector employees would cost approximately \$200 million and if applied to non-union and management groups, it would increase to \$242 million.

The First Quarterly Report, released on September 10, 2013, stated that British Columbia is still projecting a small surplus which is balanced on a razor's edge. The Province continues to emphasize expenditure management as a key initiative; as well, the Core Review is projected to result in further efficiencies which are designed to ensure government is focusing on its key service delivery goals.

Most provincial public sector unions have now completed two years of net-zero compensation increases and more than 250,000 unionized employees working in B.C.'s public sector now have tentative or ratified agreements settled under the 2012 Cooperative Gains Mandate. B.C.'s disciplined approach to public sector compensation, which accounts for over 50 per cent of the Province's total spending, has played a significant role in responding to recent fiscal challenges. In continuing to build on the success of the 2012 Cooperative Gains Mandate, government is open to exploring how greater certainty and stability could be created for the public sector through longer-term agreements that support the Province's economic stability.

The **Economic Stability Mandate** provides employers the ability to negotiate longer-term agreements within a fixed fiscal envelope and offers public sector employees an opportunity to participate in the Province's economic growth. Settlements are expected to be unique between sectors and reflect government's priorities of having labour stability and affordable service delivery throughout B.C.

# Employers' Guide to the 2014 Economic Stability Mandate

## **Process**

The process for bargaining under the **Economic Stability Mandate** is largely the same as it has been in previous rounds. This guide provides all the details necessary to prepare for the 2014 round of negotiations.

Prior to bargaining, employer bargaining agents and ministries will collaborate on bargaining plans for their sector. Employer bargaining agents must submit finalized bargaining plans to their Ministers Responsible (Ministers) and the Public Sector Employers' Council Secretariat (the Secretariat) **prior to the start of bargaining on substantive issues** (specifically, employer bargaining agents **may not** discuss monetary items until a bargaining plan has been approved). Bargaining plans may be sectoral, may include all union tables at a single employer, or may be prepared for each individual table.

Once the Secretariat has confirmed that the Province has approved a bargaining plan, the employer bargaining agent can seek a negotiated settlement in line with the approved bargaining plan. Bargaining plan approval will be confirmed by a written bargaining direction letter from the President and CEO of the PSEC Secretariat.

The PSEC Secretariat will co-ordinate the review and approval of collective agreement proposals during bargaining. It may seek assistance from the ministry responsible to review and approve specific proposals related to public policy requirements, service delivery objectives or any other contextual matters. The Secretariat will make every effort to facilitate consideration and approval in a timely manner that does not interfere with bargaining.

The **Economic Stability Mandate** must be considered in the context of the Province's broader strategic direction for an individual employer, a sector, or a sub-sector. Settlements will be differentiated between sectors and potentially between employers in some sectors due to the flexibility to negotiate different increases for groups, targeting increases to those occupations where employers are experiencing recruitment and retention issues.

Every employer bargaining agent (either an employers' association or an individual public sector employer) must have a Provincially-approved bargaining plan in place to govern its negotiations to renew an expired collective agreement.

## **Three Arms of the Mandate**



# Employers' Guide to the 2014 Economic Stability Mandate

## Section 2 – Principles of the Economic Stability Mandate

The **Economic Stability Mandate** provides public sector employers with guidelines about the collective bargaining process. Bargaining agents, ministries and service delivery agents will consult and seek bargaining outcomes that support the Province's strategic policy and financial objectives, as well as the operational needs of employers.

The mandate applies to all public sector employers with unionized employees whose collective agreements expire on or after December 31, 2013. It also applies to compensation plans for non-union and management employees.

### Principles of the Economic Stability Mandate

- The Province's highest priority is a balanced budget. To support this priority, there will be **no funded wage increase in the first year** of all collective agreements. Increases may only be provided, subject to pre-approval, through modest net-zero trade-offs. Identified savings must be real, measurable, ongoing, and incremental.
- Employer bargaining agents are not required to negotiate a specific wage increase; however, modest increases are expected and will be funded within the **fixed fiscal envelope** based on the total labour costs, as directed by the PSEC Secretariat.
- An additional **variable increase** on wage and wage-impacted benefits is tied to British Columbia's **gross domestic product (GDP)** when forecasted growth is exceeded.
- Employers must seek agreements that are a **minimum of four to five years** in term.
- Employers are encouraged to consider options to control or **cap future cost growth** of health care and long-term disability. The Province will not provide additional funding to cover ongoing cost increases in these benefits.
- Employers are encouraged to **seek Lean-type continuous improvement approaches** to seek efficiencies on how jobs are performed and services delivered by streamlining operations that result in improved service quality and saves both cost and time.
- Employers **must not reduce service levels or transfer the costs** of existing services to the public to pay for compensation increases.
- Employers, employers' associations, and ministries will work together through the PSEC Secretariat to develop individual bargaining plans. All bargaining plans **must be approved** by the Province prior to tabling proposals and any subsequent changes during the bargaining must be pre-approved.
- Employers must continue to **achieve the Province's financial, policy and operational objectives** as identified in bargaining plans and bargaining and accountability direction letters.

## Section 3 - Bargaining Plan Development & Approval Process

The following is a description of the steps employer bargaining agents must follow during the period of collective bargaining covered by the **Economic Stability Mandate**. These steps are meant to ensure that an employer bargaining agent has a clear **financial** mandate from the Province to bargain and conclude a collective agreement, and that any settlement supports the organization's approved **policy** direction and **operational** service delivery priorities.

### Steps in the Bargaining Process



### Overview

The bargaining plan has been a feature of B.C. public sector bargaining mandates for a number of rounds of negotiations. The purpose of a bargaining plan is to identify how an employer bargaining agent proposes to reach a voluntarily-negotiated settlement with a union.

Bargaining plans are to be developed by ministries, employer bargaining agents (employers' associations) and employers, in close cooperation. Active involvement of ministries in developing bargaining plans is essential to ensure effective alignment of ministry policy with the bargaining plan. Active involvement of employers will ensure that employer operational issues or priorities are addressed in the plan.

Bargaining plans may be sectoral, may include all union tables at a single employer, or may be prepared for each individual table. Bargaining plans identify how the sectoral employer bargaining agent (or individual Crown or university) proposes to reach a voluntarily negotiated settlement.



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Employer bargaining agents, along with ministries responsible, must prepare bargaining plans and provide those plans to the Minister responsible for the sector and to the Public Sector Employers' Council Secretariat **prior to the start of bargaining on substantive issues** (specifically, employers **may not** discuss monetary issues until a bargaining plan has been approved).

### ***Bargaining Plans***

The PSEC Secretariat will co-ordinate the review and approval of collective agreement proposals during bargaining. It may seek assistance from the ministry responsible to review and approve proposals related to public policy requirements, service delivery objectives or any other contextual matters. The Secretariat will make every effort to facilitate consideration and approval in a timely manner that does not interfere with bargaining.

The PSEC Secretariat and the ministry responsible will review plans, prepare briefing materials, and request approval of the Minister responsible for the *Public Sector Employers Act* and the Minister responsible for the employer.

Once the Secretariat has confirmed with the employer bargaining agent that the Province has approved its bargaining plan, the agent can seek a negotiated settlement consistent with the bargaining plan. Bargaining plan approval will be confirmed by a bargaining direction letter from the President and CEO of the PSEC Secretariat.

Substantive changes to bargaining plans during the negotiating process may require the submission and approval of a revised plan. Secretariat staff will work with employers to expedite this supplementary approval process.

### **Bargaining Plan Elements**

Bargaining plans must summarize the employer bargaining agent's strategy for reaching a negotiated agreement under the Province's **Economic Stability Mandate**. A complete bargaining plan will describe all the significant proposals the bargaining agent intends to table in bargaining, including:

- Any compensation proposals, such as changes to: wages, benefits, premiums, allowances or pensions, bonuses, goal/gainsharing plans; proposals that may generate savings at the table; separation incentives; or any other proposal that may have an effect on the employer's or sector's compensation base.
- Changes to reimbursable expenses (including changes to remove existing items from the collective agreement).
- Employment security proposals.
- Proposals for third party dispute resolution.
- Proposals for changes to paid hours of work.

Sections 4 and 5 in this guide describe in more detail some of the principles employer bargaining agents will need to consider in developing proposals on the above items.

Bargaining plans must also include:

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- Preliminary costing of proposed trade-offs – in the template provided to the employer bargaining agent and the Secretariat (see Section 6).
- A high-level communications plan (see Section 7).
- Any other relevant contextual information.

Bargaining plans must also outline key elements of the bargaining strategy, including the following:

- A description of any non-monetary items that can be used as incentives at the bargaining table, for example, language relating to employment security, workload or working conditions.
- An outline of what collective agreement changes the employer bargaining agent intends to secure in exchange for improvements offered to a union.

### **Requests for Changes to Plans during Bargaining**

If, during bargaining, an employer bargaining agent determines that it needs to make changes to an approved bargaining plan, it must return to the PSEC Secretariat for review and approval of those amendments.

The Secretariat will coordinate the review and approval of requests for changes to the bargaining plan. The Secretariat will make every effort to facilitate consideration and approval of changes in a timely manner that does not interfere with bargaining.

### ***Communication and Coordination during Bargaining***

Employer bargaining agents must maintain regular contact with the Secretariat over the course of negotiations so that the Secretariat can be in a position to respond quickly to issues and questions raised by employers and responsible ministries. This includes regular communication and sharing of bargaining proposals during bargaining. This will help to ensure that employer bargaining agents are not delayed in their negotiations or prevented from responding to emergent issues.

Employer bargaining agents are encouraged to use electronic tools, such as Sharepoint sites, in order to share bargaining materials with the Secretariat and other relevant stakeholders. These tools were used to great effect in the previous two rounds of negotiations.

Please note the costing of compensation-related elements must be prepared according to the key principles in Section (6) submitted to the Secretariat in advance of discussion at the bargaining table, and use the costing template provided to the employer bargaining agent by the Secretariat. Monetary costings submitted to the ministry and PSEC Secretariat at the last minute may not be approved in time for scheduled tabling, delaying bargaining.

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### ***Final Offer Approval***

Employer bargaining agents must provide a proposed final offer for settlement to the Secretariat before tabling the final offer in bargaining with a union bargaining agent. If a final offer is consistent with an approved bargaining plan, and the employer bargaining agent has been updating the Secretariat regularly on the progress of negotiations, the Secretariat should be able to provide approval quickly.

Where a proposed final offer is different from an approved bargaining plan, the Secretariat will coordinate the review of the required amendments to the bargaining plan. The Secretariat will make every effort to facilitate consideration and approval of changes in a timely manner that does not interfere with bargaining.

### ***Conclusion of Bargaining and Employer Ratification***

After receiving confirmation from the Secretariat that the Province has approved a final offer, an employer bargaining agent may conclude bargaining and enter into tentative settlements on the basis of the final offer approved by the Province. Employer bargaining agents must keep the Secretariat informed about any immediate communications plans discussed after reaching the tentative agreement, and of the progress of employer and employee bargaining agent ratification processes.

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### **Section 4 - Total Compensation Proposals**

Under the **Economic Stability Mandate**, employers will be given a fixed fiscal envelope equivalent to a predetermined percentage of total compensation, each year. Subject to approval, employers will have the flexibility to negotiate as they see fit within this fixed fiscal envelope. Cost increases beyond this must be offset by equivalent ongoing savings generated by changes to the collective agreement or finding operational efficiencies subject to approval by the Secretariat.

The fixed fiscal envelopes will be calculated based on compensation base data provided to the Secretariat in the Compensation Base Survey conducted in September 2013, or subsequent revisions approved by the PSEC Secretariat.

### ***Principles to use in developing Total Compensation Proposals***

- To determine the extent that wage increases are funded, employer bargaining agents should consult with the Secretariat and the ministry responsible during preparation of bargaining plans. Within the approved financial envelope, wage increases in the collective agreements are funded.
- Subject to pre-approval, increases in the total compensation exceeding the approved financial envelopes must be offset by demonstrable and achieved savings. Savings may be achieved through changes to a collective agreement negotiated during collective bargaining, or through approved operational savings.
- Ongoing compensation increases above the allotted envelope must be funded by equivalent ongoing savings, including periods beyond the term of the collective agreement. One-time or time-bound compensation increases can be funded by equivalent one-time or time-bound savings.
- In order to ensure that increases in total compensation do not result in unanticipated net cost increases, the offsetting savings must start before or on the date of proposed compensation increases.
- Savings proposals must be supported by the best possible evidence available.
- Employers will find detailed information for costing total compensation proposals in the Collective Agreement Costing (Section 6) of this guide.

### ***Specific considerations related to Total Compensation Proposals***

#### **Wages**

- Employer bargaining agents are not required to negotiate a target wage increase; however, modest increases are expected and must be within the approved financial

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envelope. Subject to pre-approval, employer bargaining agents may negotiate differentiated increases for different occupations, targeting increases to those occupations where employers are experiencing recruitment and retention issues.

### **Labour Market Adjustments**

- Wage or benefit adjustments that are targeted at a particular group or subset of a bargaining unit (e.g., labour market adjustments targeted at particular occupations) must be identified and distinguished from general adjustments and costed separately. Targeted adjustments must be included in the increase to the compensation base and total costs.
- Subject to the PSEC Secretariat's pre-approval, employers may negotiate differentiated targeted increases for occupations where employers are experiencing recruitment and retention issues. The targeted increases should be paid either from **within the approved fixed fiscal envelope** or through net-zero trade-offs, or savings from operational efficiencies. Identified savings must be real, measurable, ongoing, and incremental.

### **Benefits**

- Where possible, employers shall seek measures to control or cap growth in benefit costs and take steps to do the following:
  - To raise employee awareness of rising benefit costs.
  - To work jointly with unions to address absence and disability management.
  - To explore other initiatives which support sustainable benefit levels such as joint early intervention programs.
- Specific direction will be provided in bargaining direction to employer bargaining agents.
- Where projected increases in the cost of providing a benefit package can be contained through restructuring of the package or capping benefits, projected savings or a portion of projected savings can be redistributed within the total compensation package.
- Where benefit costs or savings are calculated with reference to utilization rates, historical utilization rates over at least the **previous four (4) years** must be used. Historical patterns will be acceptable, provided the employer and the Secretariat agree these rates are not likely to change over the term of the collective agreement. This may also require validation by the third-party benefit provider.

### **Reimbursement of Expenses**

- Payments to employees that require receipts (such as travel, clothing, and some per diems) are considered as employer operating expenses, as long as they are in support of the employee performing his or her duties. Similarly, reasonable allowances (such as mileage) or vehicle lease arrangements are also considered operating expenses. Employer bargaining agents are not required to increase reimbursable expense rates, however, modest increases may be expected and treated as follows:

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- Reimbursement rates may be increased by no more than the negotiated general wage increase (GWI) amount in any year of the agreement, or up to the limit published by the Canada Revenue Agency (CRA), whichever is lower.
- All negotiated increases must be costed and approved by the PSEC Secretariat.
- Rate increases consistent with the above will not be counted against an employer's financial mandate. Rate increases that are larger than the GWI, or above the CRA guideline, will be counted against the financial mandate.
- Rate increases will be self-funded or may be funded within the fixed fiscal envelope.
- Reimbursements for professional association membership dues are **not included** in this policy. Any changes to these rates will be costed against the financial mandate. Employers may use the Public Service Agency's guidelines for paying for professional designations.
- The administration of existing provisions relating to business reimbursement and professional development does not need to be included in the costing of collective agreements.

### ***Goalsharing / Gainsharing***

**Goalsharing (or gainsharing) is a management-driven approach to providing incentives for productivity gains by sharing economic benefits across an organization after a collective agreement is settled.**

#### **Proposed Goalsharing programs must meet the following criteria:**

- Goalsharing programs should be considered in a broad organizational context so that improvements in one area do not detract from service delivery objectives and overall organizational performance (i.e. they should not negatively impact areas such as quality, safety, or financial performance).
- The proportion shared and the overall quantum paid to employees needs to be based on a sound analysis of the impact on services.
- Goalsharing initiatives must measure performance against valid baselines or targets and distribute gains in accordance with an agreed upon formula.
- Any payout must be based upon realized, tangible and measurable gains. The payout must be funded out of savings generated by the gains and require no new funds from the employer, and must respect annual budget parameters.
- Metrics used to measure productivity and determine payouts should be aligned with responsible ministry and organizational objectives.
- Goalsharing payments must be in the form of re-earnable lump sum payments.

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- Employers must work with the Secretariat at the following points for approval of metrics and calculations:
  - the beginning of each year of the plan- i.e., when valid base lines and targets are established for the year; and,
  - the end of each year of the plan - i.e., when the determination is made about whether a payout is warranted based upon realized, tangible and measurable gains.
- The following are examples of some goalsharing programs in place in the B.C. public sector:
  - An annual lump sum payment based on a formula related to reductions in absenteeism flowing from a Joint Early Intervention Plan.
  - An annual lump sum payment of up to 2% of wages based on the employer meeting targets established by the board of directors in two areas:
    - Payments of up to 1% of wages based on costs avoided through improvements in voluntary return-to-work outcomes and timeliness or improvements in the serious injury rate, measured by comparison of actual results vs. target results; and
    - Additional goalsharing payment of up to 1% of salary based on achievement of targets set for a customer service index based on key measurements.

### ***Pensions***

- Employer contributions to an employees' pension plan are a part of an employee's total compensation.
- Whether an employer belongs to a public or private pension plan, savings and expenses related to pension plans can be part of compensation trade-offs. Any improvements to pension plans that result in additional costs to an employer must be funded by offsetting savings. A basic contribution rate change as identified by an actuarial analysis, to maintain the current pension benefit, is not considered an improvement or reduction.
- The negotiation of changes to public sector pension plans involves parties other than the employer and union involved in collective bargaining. This makes the discussion of pensions difficult in the context of collective bargaining.
- There are practical difficulties for parties to a collective agreement to discuss or negotiate pension benefits. For example, public sector pension plans span multiple employers. Some bargaining units in the post-secondary sector span at least two different pension plans.
- Furthermore, the four public sector pension plans are directed by boards of trustees who must be consulted and, eventually, agree to any changes affecting the pension plans. Any tentative agreement between an employer and union relating to pensions would need to clearly state that provisions related to these plans are subject to that approval.

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- Last, for legislative reasons, discussions related to these pension plans may have to occur at separate pension plan partner tables, and away from the bargaining table.
- Early consultation with the Secretariat is therefore appropriate if any public sector pension plan changes are contemplated in bargaining.
- The following is a list of some pension provisions that can be negotiated at the collective bargaining table and implemented subject to trustee agreement where required:
  - To be brought into one of the public sector pension plans;
  - To have earlier enrolment than provided for in the *Pension Benefits Standards Act* or the plan rules;
  - To include part-time, casual, or temporary employees in mandatory or optional enrolment;
  - To make long term disability plans eligible under the plan rules;
  - To enter into special agreements (group defined contribution plan, tax free savings account, or RRSP); and
  - To negotiate funding for post-retirement group benefits not covered by the pension plan.

### ***Extinguishing Liabilities***

- Cost savings can be generated by extinguishing demonstrable legal liabilities that flow from collective agreement provisions, or by eliminating liabilities as defined in the *Canadian Institute of Chartered Accountant Handbook*.
- Savings from extinguishing liabilities will be recognized only for the amount the employer would have booked or expended for that liability during the period of the collective agreement.
- Employers may need to provide actuarial valuations in order to support a proposal. Employers may also be required to obtain and share legal advice with the Secretariat to support their proposals.
- Examples of where employers may be able to generate savings from extinguishing liabilities include:
  - Reducing leave banks,
  - Settling a grievance or arbitration with a high probability of loss.



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## **Section 5 - Key Policies**

The following are non-monetary issues that may arise in preparation for or during collective bargaining for which the Province has developed specific policies applicable to employer bargaining agents.

### ***Management Rights***

- Employers must not surrender existing “material” management rights in collective bargaining. Material management rights are those rights that if negotiated away would have a negative impact on the employer’s ability to deliver services effectively and efficiently.
- Employers are **encouraged** to enhance existing management rights in collective bargaining. For example securing stronger positions in areas of setting staffing levels, scheduling, promotion, contracting out, or any other significant aspects of directing the workforce in exchange for what is offered to the unions.
- Any questions regarding management rights and bargaining should be discussed with the Secretariat prior to bargaining.

### ***Employment Security***

- Employers may only develop proposals for employment security provisions if they do not impede policy or service delivery objectives.
- Employment security provisions must be event-specific or time-bound and provide a specific expiry date.
- Examples of employment security provisions that may be considered include time-limited provisions negotiated to aid an employer through a business model change.
- If considering employment security provisions, employers should consult with the Province to ensure alignment with responsible Ministry and Provincial budgetary targets.

### ***Separation Initiatives***

- Employers may develop proposals for separation incentives that facilitate workforce adjustment (e.g., Early Retirement Incentive Plans), provided these proposals facilitate service delivery objectives.
- Proposals for workforce adjustment programs must meet the following criteria:
  - the program must be cost-neutral over a defined period, or paid for by offsetting savings;
  - the program must result in an overall reduction in compensation costs and FTE levels;

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- the program must not result in a reduction of services delivered unless specifically approved by the Province;
- the program must be consistent with the policy priorities of the employer's funding ministry and broader Provincial policy priorities;
- any immediate costs incurred by the program must be reasonable relative to annual budgets; and
- the program must not exacerbate or create any future labour market shortages.

### ***Binding Interest Arbitration***

- Binding interest arbitration delegates to a third party or parties the power to resolve an impasse in bargaining over elements of a collective agreement.
- Employers are not permitted to agree to new binding interest arbitration provisions either in the form of permanent collective agreement language or in the context of dispute resolution for a collective bargaining impasse.

### ***"Me Too" Provisions***

- The use of new "me too" provisions is discouraged and employer bargaining agents must seek approval from the PSEC Secretariat if they wish to discuss these provisions in bargaining. In specific circumstances where there are virtually identical collective agreements, "me too" provisions may be permissible provided they will not result in any unfunded compensation increases or net increases in costs to the employer or the Province.

### ***Changes to paid hours of work***

- Bargaining plans that call for increasing hours of paid work must be pre-approved as part of the bargaining plan. Increasing pay and hours worked must be supported by increases in overall productivity.
- Employers wishing to increase hours of work must receive approval from the Minister of Finance, through the PSEC Secretariat, prior to discussions at the bargaining table.
- Increases to hours of work that result in increased compensation costs will be considered only where there are offsetting cost savings (e.g. reduced overtime or reduced casual work) or there is a legitimate service delivery requirement or by mandate if reducing FTEs. Increasing hours of work without increasing annual earnings does not require any approval.
- In analyzing proposals to increase hours of work, the PSEC Secretariat may consider whether "hours of work" is a legitimate labour market issue (i.e., hours are significantly lower than sector standards, thereby creating recruitment and retention issues) and whether an employer's overall productivity can be increased.

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### ***Lean***

- Employers are encouraged to seek Lean-type continuous improvement approaches to seek efficiencies on how jobs are performed and services delivered by streamlining operations that result in improved quality service and saves both cost and time.
- The Lean philosophy is based on improving customer service while empowering employees to identify problems and create solutions that get rid of unnecessary rules, processes and steps. This way, customers experience improved service, employee time and resources are optimized, waste is eliminated and quality is improved.
- The Lean methodology focuses on collecting the “voice” of the customer and employee, getting to the root cause of a problem, mapping current processes to identify non-value added steps and quickly implementing process improvements.

### ***Committees***

- Collective agreements often provide for multiple employer/union committees to handle ongoing work associated with the administration of a collective agreement.
- When negotiating the establishment of new committees, or changing existing committees, employer bargaining agents must ensure that each party to the committee will bear the costs of their participation in the committee.

### ***Policy Tables***

- Employer bargaining agents, unions, the Province and other stakeholders may engage in “policy table” discussions as a means to address interests held in common by the parties outside of the collective bargaining process.
- Policy tables are an appropriate means to address issues that cannot be addressed through collective bargaining or are better dealt with outside the collective bargaining process. Issues related to the Province’s broader policy direction for a given sector (e.g. scope of practice in the health sector, etc.) can be ill-suited to the context of collective bargaining, so policy tables may prove a more appropriate forum for problem solving and resolution.
- The Province supports and encourages the use of “policy tables” as a method of addressing fundamental issues that affect workplace conditions.
- Policy tables will normally involve not only parties to the direct collective bargaining relationship, but also parties outside that relationship, and must include representatives from the major stakeholders in the relationship. Ministry participation in policy table discussions is particularly important as issues being discussed will often have important implications on service delivery or ministry policy.
- Agenda at policy tables will focus on issues that cannot be addressed through collective bargaining alone. Issues that are properly and more effectively addressed through collective bargaining should not be part of policy table discussions.

## **Section 6 - Collective Agreement Costing**

### ***Overview***

- Employer bargaining agents must provide clear and accurate costing of all compensation-related elements in their bargaining plans, changes to those plans that arise during bargaining, and final offers.
- Costing of compensation-related elements must be prepared according to key principles in this section, submitted to the Secretariat in advance of discussion at the bargaining table, and using a costing template agreed to by the employer bargaining agent and the Secretariat.

### ***Purpose of Costing***

- Clear and accurate costing allows the Province to make informed decisions in approving bargaining plans, changes to those plans, and in approving final offers.
- Costing allows the Province to identify all potential financial implications that may flow from collective bargaining.
- A complete costing plan will:
  - Describe the desired outcome or effect; explain how a change in conditions will create savings and for how long and who is affected;
  - Describe the methodology of calculations used and the logic behind them e.g., the assumptions and the variables; and
  - Show the data used to come up with the final costs, how those costs project for the remainder of the proposed agreement and the historical data used as a basis for the calculation.

Where appropriate, third-party validation is required (e.g. changes to benefits).

### ***Process***

- Consistent with the general bargaining plan approval process described in this guide, employer bargaining agents must provide clear and detailed costing to the Secretariat of all compensation-related items in a proposed bargaining plan, during bargaining as items arise, in a request for amendments to an approved plan, and in a final offer that differs from an approved plan.
- Costing details must be provided to the Secretariat in advance of the proposed item being tabled during collective bargaining. The Secretariat will make every effort to facilitate consideration and approval of the proposed item in a timely manner, assuming employer bargaining agents provide their requests to the Secretariat sufficiently in advance of the proposed item being discussed in bargaining.

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- Costing must note all costs and savings associated with a bargaining plan or final offer and describe the underlying assumptions for each proposed compensation-related item. The Secretariat will review and approve/disapprove individual cost items as employer bargaining agents submit them; however, the final offer will only be approved after review of all the cost items that constitute the final package.
- Costing of compensation-related items must be prepared according to the key principles stated below, and submitted to the Secretariat using the Excel costing template agreed to by the employer bargaining agent and the Secretariat.
- After the conclusion of bargaining, employer bargaining agents must also provide the Secretariat with a Memorandum of Settlement, clearly indicating all changes to the agreement (i.e. either a side-by-side comparison or a "track changes" document), and all supporting costing documents. (See Appendix on Costing Approvals).

### ***Definitions***

- **Total Labour Cost:** all wage or salary payments, plus wage-impacted and non-wage-impacted benefits, for a given bargaining unit. Total Labour Costs include basic pay, incentive payments, paid time off, allowances, premiums, and employer contributions to pensions and health and welfare benefits for regular, auxiliary or casual work. Total Labour Costs also encompass "backfill" wages and benefit costs for absent employees as well as non-negotiable statutory payments such as CPP, EI, and WCB.
- **End Cost:** the "annualized" cost of all changes to the collective agreement over the term of that agreement. For example, a 2% benefit decrease and a 2% wage increase has an end cost of 0%.
- **Actual Cost:** the cost of a change to the collective agreement from the effective date through to the end of the collective agreement year in which it came into effect. For example, a 2% wage increase effective in the middle of the first year of an agreement would have an "Actual Cost" of 1%.
- **Incremental Cost:** the additional or incremental cost that arises as a result of a change to a collective agreement. Costs in each collective agreement year are determined on the basis of change to the total labour cost compensation base at the beginning of that collective agreement year relative to the end of that year.

### ***Key Costing Principles***

Employer bargaining agents must apply the following principles in preparing costing:

- **Consistency** – Costing must be provided to the Secretariat in the format agreed to by the employer bargaining agent and the Secretariat, and must show:
  - end costs;
  - actual costs; and,
  - incremental costs in each year of the proposed settlement.

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- **Transparency** – Costing must capture all changes to Total Labour Cost that arise out of a settlement (on an end cost and actual cost basis).

Employer bargaining agents must identify any changes to a collective agreement that may have cost impacts following the expiry of the agreement, and must estimate and include those costs in its costing.

All settlement changes that may have cost implications but are not included in a formal costing must be noted with an explanation.

- **Open Communication before, during and after Bargaining** – Employer bargaining agents must provide clear and detailed costing to the Secretariat of any compensation-related items in a proposed bargaining plan, during bargaining as items arise, in a request for amendments to an approved plan, and in a final offer that differs from an approved plan.

Costing must be provided to the Secretariat in advance of the proposed item being tabled during collective bargaining.

At the conclusion of bargaining, employer bargaining agents must prepare a Memorandum of Agreement, clearly delineating all changes from the preceding agreement (e.g., using “track changes”), and provide the Memorandum to the Secretariat along with final costing and any other relevant supporting materials.

- **Compensation Base and related assumptions** - It is critical that employer bargaining agents and the Secretariat use the same compensation base information. Any changes to compensation data previously submitted to the Secretariat should be discussed prior to bargaining.

Cost changes should be calculated assuming constant service volume and employee seniority (i.e., incremental costs changes are assumed to be constant in future years) unless there are specific changes in the agreement language related to these issues that will have cost impacts. Where the changes will have cost impacts, these impacts must be explained and included in the costing.

Where staffing levels are seasonal, the average wage calculation should be based on expected average staff levels throughout the year rather than the staff level at a particular point in time.

Changes in the compensation base resulting from demographic changes should not be included in collective agreement costing, unless required as a result of negotiated changes to salary grids, etc.

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- **Costing particular items:**

- **Compensation Trade-offs** – Costing of proposed savings must use realistic and conservative assumptions. Costing should clearly identify these assumptions, the base data on which the savings are calculated, and an adequate explanation of how the savings will be generated, including proposed collective agreement language changes.

Where benefit costs or savings are calculated with reference to utilization rates, historical utilization rates over at least the previous four (4) years must be used. Historical patterns will be acceptable, provided the employer and the Secretariat agree these rates are not likely to change over the term of the collective agreement. This may also require validation by the third-party benefit provider. Costing of proposed offsetting expenditures must be clearly set out separately from proposed savings, applying the EGM 2014 Costing Principles.

- **Wage-Impacted Costs** – The settlement costs for each year of a proposed agreement include the impact of all wages and benefits changes on total labour costs. The effect of wage increases on statutory and non-statutory wage impacted benefits must also be included in costing. Examples of wage-impacted benefits include long-term disability benefits, pension plan premiums, and statutory benefit costs such as EI, CPP, and WCB coverage.
- **Lump-sum Payments** – Lump sum, other one-time payments or bonuses must be included in employer bargaining agent costing, but are not included in the on-going compensation base as they do not increase on-going compensation costs. Employers may provide bonuses by negotiating offsetting savings within the collective agreement, outside of the collective agreement through efficiencies, cost reductions or other operational savings.
- **Non-wage Impacted Benefits** – Benefits that are not affected by changes to wages (e.g., MSP, dental, extended health benefit plan premiums) are assumed to remain constant for the purposes of costing, unless the language in the agreement changes the cost of the benefits.
- **Business Reimbursement** – Employer bargaining agents must include proposed changes to business expense reimbursements (e.g., meal and mileage allowances, safety equipment reimbursement) in costing.
- **Goalsharing/Gainsharing Payments** – Any proposed payments for productivity gains must be included in employer bargaining agent costing. As well, cost savings must be assessed and approved by the Secretariat before any payments are made. Please see the Goalsharing discussion under the Changes in Total Compensation section of this guide for more information.
- **Targeted Adjustments** – Wage or benefit adjustments that are targeted at a particular group or subset of a bargaining unit (e.g., labour market adjustments targeted at particular occupations) must be identified and distinguished from

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general adjustments and costed separately. Targeted adjustments must be included in the compensation base and total costs.

- **Professional Development** – Professional development allowances are considered compensatory and must be included in costing where:
  - there is a fixed dollar allocation per employee or FTE;
  - the union or employee has a decision or role in determining how the allowance is used; or
  - the allowance is not provided on the basis of reimbursement.
- Professional development allowances are not considered compensatory and do not need to be included in costing where:
  - the allowance is not allocated on a per employee basis;
  - employers approve the purpose of the development activity; and
  - the allowance is provided on a reimbursement basis.
- **Materiality** – Employer bargaining agents should cost their agreements against the fiscal mandate given in their direction letter. To do this they must provide clear and accurate costing of all proposed changes to a collective agreement and demonstrate how the aggregate cost changes of all proposals will fit within the fiscal envelope, noting all the costs and savings related to the changes. There is no set limit for materiality, nor can a single item be defined immaterial prior to a final offer being tabled as the aggregate of all costs must be considered.
- **Costing items from previous Mandates** – The Secretariat will not re-cost proposals from previous mandate. The only exception will be if it is clear that a proposal was never implemented. In this instance the Secretariat will make a case by case decision which will consider the potential cost impacts of the proposal, if an arbitration or grievance may arise from the non-implementation, and how the proposal aligns with broader policy objectives.
- **Any other items** – Should a costing issue arise that is not covered in this section, the Secretariat will consult with the Employer bargaining agent prior to making a decision. The decision of the Secretariat is final.



## Section 7 - Communications

### *Alignment and Coordination of Communications*

As always in collective bargaining, strategic public communications are needed to achieve negotiated agreements. The **Economic Stability Mandate** presents unique challenges in communicating the differentiated settlements that will be reached within the fixed fiscal envelope. Therefore, it will be vital for the government, employers and employer bargaining agents to stay closely coordinated and plan as much as possible for internal and external communications.

The PSEC Secretariat makes available a Quarterly update of public sector data which includes headcount and total compensation for each sector and employer. To ensure that these figures are consistent in announcements made by employers and government, the Secretariat asks that employers use those in the Quarterly.

Employers and employer bargaining agents must include communication plans in their bargaining plans. Employers should contact respective Government Communications and Public Engagement (GCPE) offices to ensure there is a clear understanding of potential issues or support that may be required by those ministers responsible. For greater coordination, **the Secretariat should be included on all communication with GCPE offices.**

Communications plans should include a strategy that outlines the following:

- a primary (and backup) spokesperson who can speak publicly and respond to media inquiries;
- roles and responsibilities for communications in the lead up to bargaining, during bargaining, during disputes, and after bargaining has concluded;
- main messages that are critical to the employer's bargaining strategy;
- key messages that are aligned with the sector and with Province;
- a process to keep spokespersons well-informed, and
- a description of other relevant communications matters, such as use of social media, issues or challenges and the plan for how they will be managed.

A communications plan template is available by contacting the Corporate Relations Manager at the Secretariat.

Communications plans and messaging may change throughout bargaining; employers and/or employer bargaining agents should work closely with ministries and the Secretariat to ensure ongoing coordination.

## Employers' Guide to the 2014 Economic Stability Mandate

### Section 8 - Frequently Asked Questions

1. How is the Economic Stability Mandate different from the previous mandate?	<ul style="list-style-type: none"><li>• The Economic Stability Mandate provides public sector employers, subject to approval, with the flexibility to negotiate as they see fit within a fixed fiscal envelope. Cost increases beyond this must be offset by equivalent ongoing savings generated by changes to the collective agreement or finding operational efficiencies subject to approval by the Secretariat.</li><li>• This is in contrast to the 2012 Cooperative Gains Mandate which provided public sector employers with the ability to negotiate modest wage increases made possible by productivity increases within existing budgets.</li></ul>
2. What are the goals of the Economic Stability Mandate?	<ul style="list-style-type: none"><li>• To create certainty and stability throughout the public sector through longer-term voluntarily negotiated agreements.</li><li>• To protect the Province's fiscal plan and public services by negotiating collective agreements that are affordable to the taxpayers of B.C.</li><li>• To provide public sector employees with the opportunity to share in the economic growth of the Province, conditional upon economic performance and ability to pay.</li></ul>
3. What are the principles of the Economic Stability Mandate?	<ul style="list-style-type: none"><li>• Employer bargaining agents are not required to negotiate a specific wage increase; however, modest increases are expected and will be funded within the fixed fiscal envelope based on the Total Labour Costs, as directed by the PSEC Secretariat.</li><li>• An additional variable increase on wage and wage-impacted benefits is tied to British Columbia's gross domestic product (GDP) when forecasted growth is exceeded. (Note: variable increase amounts will not include funding for non-wage impacted benefit costs.)</li><li>• Employers must seek agreements that are a minimum of four to five years in term.</li><li>• Employers are encouraged to consider options</li></ul>

## Employers' Guide to the 2014 Economic Stability Mandate

	<p>to control or cap future health care and long term disability cost growth. The Province will not provide additional funding to cover ongoing cost increases in these benefits.</p>
4. Is the Economic Stability Mandate funded?	<ul style="list-style-type: none"> <li>• It is the expectation that government will provide the funds required by the increased costs in the collective agreements.</li> <li>• For organizations that receive funding from government, it is expected that additional funding will be provided to offset increased costs from collective agreements negotiated under the Economic Stability Mandate.</li> <li>• Due to the nature of government budgeting, this funding commitment is subject to s. 21 of the <i>Financial Administration Act</i>.</li> </ul>
5. What is the process for negotiating under the Economic Stability Mandate?	<ul style="list-style-type: none"> <li>• Employers' associations and ministries will prepare bargaining plans for their sector or for individual employers and submit those plans to the Public Sector Employers' Council Secretariat and ministers and prior to bargaining.</li> <li>• Ministries will be responsible for ensuring the accuracy, commitment and ability to validate that bargaining strategies align with the Province's policy and budgetary goals.</li> <li>• Once this process is complete, employers will be in a position to discuss with unions how they may be able to reach agreements that protect public services while addressing the interests of employees.</li> </ul>
6. How involved should the unions be in finding savings for bargaining proposals?	<ul style="list-style-type: none"> <li>• Employers and ministries are developing table-specific bargaining plans and strategies. These strategies will vary depending on the unique needs and conditions in each sector.</li> <li>• Unions will play an important role in facilitating the co-operation necessary to implement collective agreements changes.</li> <li>• Employer bargaining agents may also approach unions with proposals for actions unions can take to generate savings to fund increases, for instance, through changes to benefits plans.</li> </ul>

## Employers' Guide to the 2014 Economic Stability Mandate

<p>7. What happens if an employer did not reach a settlement under the 2010 or 2012 Mandates? Does that mean the next collective agreement has to begin with two years of net-zero, two years of Cooperative Gains Mandate before negotiating under the Economic Stability Mandate?</p>	<ul style="list-style-type: none"> <li>• Collective agreements that expired in 2010 or 2011 and that have not yet been renegotiated must meet the Net Zero Mandate for two years followed by the Cooperative Gains Mandate for two years.</li> <li>• An agreement that expired in 2010 and was not renewed before 2014 would need to include two "Net Zero" years and two "Cooperative Gains" years from 2010 to 2014 before any increases are available under the Economic Stability Mandate.</li> <li>• For example, for an agreement that expired June 30, 2010, the period July 1, 2010 to June 30, 2014 must be consistent with the Net Zero Mandate and the Cooperative Gains Mandate. The period after July 1, 2014 will be covered by the Economic Stability Mandate.</li> </ul>
<p>8. Is the Economic Stability Mandate another form of Goalsharing?</p>	<ul style="list-style-type: none"> <li>• Goalsharing is a management-driven approach to providing incentives for productivity gains by sharing economic benefits across an organization after a collective agreement is settled. Goalsharing plans typically set targets on the basis of which payments can be made to unionized and other employees, if targets are met. Targets are usually linked to initiatives where employee involvement is central to productivity gains (e.g., reduction in sick leave utilization, reductions in injury rates, etc.). Payments are made after targets have been met. Payments are traditionally lump-sums.</li> <li>• Goalsharing is permitted under the Economic Stability Mandate and may be a feature in some negotiations. But key is that they must be fully offset by real and measurable savings.</li> </ul>
<p>9. Can savings found within collective agreements be used for increases?</p>	<ul style="list-style-type: none"> <li>• Yes.</li> </ul>
<p>10. Is there a maximum increase under the Economic Stability Mandate?</p>	<ul style="list-style-type: none"> <li>• There is no set wage increase determined for the mandate, but maximum average increases will be limited in the settlements to reduce the overall variability of potential outcomes.</li> </ul>
<p>11. Why is there a maximum?</p>	<ul style="list-style-type: none"> <li>• Some employers will have difficulties finding</li> </ul>

## Employers' Guide to the 2014 Economic Stability Mandate

	savings to fund increases and we want all groups to be treated fairly.
12. Can employers negotiate a signing bonus?	<ul style="list-style-type: none"> <li>• Under the Economic Stability Mandate there are three possible options:               <ul style="list-style-type: none"> <li>○ No Bonus</li> <li>○ Provide bonus by offsetting savings with in the collective agreement</li> <li>○ Provide bonus by offsetting cost savings achieved outside of the collective agreement through efficiencies, cost reductions, new revenues etc.</li> </ul> </li> </ul>
13. How do non-union and excluded management employees fit into the mandate?	<ul style="list-style-type: none"> <li>• Compensation for non-union and excluded management employees is also subject to the Economic Stability Mandate.</li> <li>• However, excluded management employees are currently subject to a wage freeze which must be lifted before compensation increases can be given.</li> </ul>
14. Is there a minimum term for collective agreements under the Economic Stability Mandate?	<ul style="list-style-type: none"> <li>• Yes, a minimum four year term for collective agreements is required.</li> </ul>
15. If savings and cost reductions are identified, do they have to apply in the same year as the compensation increase, or can the savings accrue over several years past the mandate - what if the bulk of the savings from a plan are expected three or four years from now?	<ul style="list-style-type: none"> <li>• Savings must be real, measurable, and incremental to budget targets. Costing must detail when savings are expected to accrue, the quantum of savings, and specific measurement points.</li> <li>• Once savings have accrued, they can be used to fund compensation increases.</li> <li>• Ongoing savings can be used to fund ongoing costs, across more than one year of an agreement, provided that the savings can pay for the costs.</li> <li>• One-time or time-bound compensation increases can be funded by equivalent one-time or time-bound savings.</li> <li>• In order to ensure that increases in total compensation do not result in unanticipated net cost increases, both the proposed compensation increases and the equivalent, offsetting savings</li> </ul>

## Employers' Guide to the 2014 Economic Stability Mandate

	must occur in the same budget year.
16. What if the savings turn out to provide for greater gains than expected—will the unanticipated gains be shared as well—retroactively?	<ul style="list-style-type: none"> <li>Any compensation increases negotiated by employers will be based on savings that employers have identified in conjunction with ministries in advance of bargaining and with unions during bargaining.</li> <li>Unanticipated gains will accrue to the employer for the benefit of the public (including budget-balancing efforts), unless employers and unions have negotiated goal-sharing or gain-sharing agreements.</li> </ul>
17. Can employers look for savings in executive or non-union compensation or other administrative savings to fund union wage increases?	<ul style="list-style-type: none"> <li>Yes.</li> <li>Employers should note that their legal obligations regarding existing executive and non-union contracts.</li> <li>Employers are likely to develop savings plans that generate savings so as to provide compensation increases for both union and non-union employees.</li> </ul>
18. Can employers use savings from existing service redesign to fund wage increases?	<ul style="list-style-type: none"> <li>Yes, provided that the savings are incremental to the budget targets and do not reduce the existing service delivery to the public.</li> </ul>
19. What is the role of the PSEC Secretariat in negotiations?	<ul style="list-style-type: none"> <li>Consistent with previous rounds of negotiations, the PSEC Secretariat will coordinate the review and approval of bargaining plans by Province prior to bargaining.</li> <li>During bargaining, employers must submit any changes to approved bargaining plans to the Secretariat for approval.</li> <li>Employers must keep the Secretariat informed of progress at all stages of bargaining, including ratification.</li> </ul>
20. Under this differentiated mandate, can the monies be moved between bargaining units?	<ul style="list-style-type: none"> <li>Any differentiation between the bargaining units should be specified in the employer's bargaining plans which must be pre-approved by PSEC Secretariat, and must be within the fiscal envelope.</li> </ul>
21. What is Gross Domestic Product (GDP)?	<ul style="list-style-type: none"> <li>GDP is defined as the monetary value of all the finished goods and services produced within a</li> </ul>

## Employers' Guide to the 2014 Economic Stability Mandate

	<p>region in a specific time period and is normally calculated on an annual basis.</p> <ul style="list-style-type: none"> <li>• It is commonly used as an indicator of the health of a region's economy.</li> </ul>
22. Is real or nominal GDP being used?	<ul style="list-style-type: none"> <li>• Real GDP is being used.</li> </ul>
23. What is real GDP?	<ul style="list-style-type: none"> <li>• Real GDP measures the total volume of economic activity in a region.</li> <li>• It is also known as constant dollar GDP because it uses a fixed price level, and is therefore not affected by inflation. As such it is useful for comparing the actual economic output of the economy without inflation affecting the analysis.</li> <li>• The change in the volume of economic activity (real GDP) is a measure of how much "economic progress" is being made over any selected period and is the standard measure for reporting economic growth forecasts.</li> </ul>
24. Which forecast of real GDP are we using?	<ul style="list-style-type: none"> <li>• The Economic Stability Mandate will be using the Economic Forecast Council's average forecast for B.C. real GDP as published in the Ministry of Finance Budget and Fiscal Plan as the comparator for the GDP contingent wage increases.</li> </ul>
25. Who are the Economic Forecast Council?	<ul style="list-style-type: none"> <li>• The EFC are independent of B.C.'s government and use complex economic models to predict Real GDP.</li> <li>• The EFC members are selected for their knowledge of the B.C. economy and their expertise in economic analysis and forecasting.</li> <li>• An employee of the government reporting entity, other than an employee of a university as defined in the <i>College and Institute Act</i>, is not eligible for appointment to the council.</li> <li>• The <i>Budget Transparency and Accountability Act</i> requires that the Minister of Finance, in preparing the provincial budget, consults the Economic Forecast Council (the Council) on British Columbia's economic outlook.</li> <li>• The Council is comprised of at least 10 leading</li> </ul>

## Employers' Guide to the 2014 Economic Stability Mandate

	<p>economists from several of Canada's major banks and private research institutions.</p> <ul style="list-style-type: none"><li>• The Council is considered independent of the Province and, as such, cannot be influenced by the Province. This is why their projections are being used as the benchmark.</li></ul>
26. Doesn't the provincial government manipulate the GDP?	<ul style="list-style-type: none"><li>• No – although government policy can influence economic growth through government spending and taxation and as such there would be spill-over effects from a change in government policy as the effects trickle through the rest of the economy, although there may be delays before the full effects are realized. Note that direct government expenditures account for approximately a quarter of B.C.'s real GDP (based on the Statistics Canada economic accounts), but the government sector includes all levels of government (i.e. local, provincial and federal) and includes capital investments and purchases of goods and services.</li></ul>
27. What if the economy falters and GDP doesn't meet expectations?	<ul style="list-style-type: none"><li>• The goal of the Economic Stability Mandate provides public sector employees with the opportunity to share in the economic growth of the Province, conditional upon economic performance and ability to pay.</li><li>• If the economy falters it is likely that government revenues may be below budget.</li><li>• Government's priority will always be to protect the budget which may mean that difficult choices would have to be made if a change in the economic circumstances warranted it.</li><li>• Due to the nature of government budgeting, this funding commitment is subject to s. 21 of the <i>Financial Administration Act</i>.</li></ul>



## **Employers' Guide to the 2014 Economic Stability Mandate**

### **Section 9 - Appendices**

- Appendix: 2014 Economic Stability Mandate Components and Calculations
- Appendix: Costing Approvals Process
- Public sector collective agreement expiry calendar
- Members Only Website access

## **Appendix : 2014 Economic Stability Mandate Components and Calculations**

The **Economic Stability Mandate** will have two components: general wage increases within a fixed fiscal envelope and wage increases that are contingent on growth of British Columbia's real Gross Domestic Product (real GDP).

### **Fixed Fiscal Envelope General Wage Increases**

The fixed fiscal envelope general wage increases will occur at the beginning of the first month of the contract year and the beginning of a predetermined month later in the contract year. The general wage increases may vary within the fixed fiscal envelope for each employer and should coincide with a regular pay period. For example, a contract that begins on April 1<sup>st</sup> will have GWIs applied the beginning of the first complete pay period in April and, if the predetermined stagger is nine months, the beginning of the first complete pay period in February of next year.

### **GDP Contingent General Wage Increases**

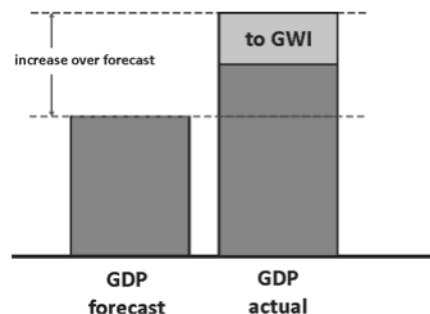
The goal of the **Economic Stability Mandate** is to share the benefits of economic growth between employees in the public sector and the Province. If the economy (as measured by **real GDP**) grows at a faster rate than forecast by the **Economic Forecast Council** (EFC), then employees will receive general wage increases equal to half of the percentage point difference of the actual growth and forecast growth.

The Economic Forecast Council is a permanent body of experts who provide economic forecast advice to the Minister of Finance as mandated under the *Budget Transparency and Accountability Act*.

These wage increases are not to be used in trade-offs, that is, one cannot bargain to use funds set aside for these increases for any purpose other than a general wage increase.

**Employees will receive general wage increases equal to half of any percentage gain in real GDP above the EFC forecast.**

**For example if real GDP is 1% above forecast real GDP then a 0.5% GWI would result.**



### **What is GDP?**

GDP is defined as the monetary value of all the finished goods and services produced within a region in a specific time period, and is normally calculated on an annual basis. It is commonly used as an indicator of the health of a region's economy.

## How is GDP measured?

There are three ways of measuring GDP:

- **Expenditure Side:** Aggregate expenditures/demand (e.g. consumption, investment, government, exports, imports etc.) Real and nominal GDP is available.
- **Income Side:** Total incomes earned in the economy (payments made to factors of production such as labour and capital). Only nominal GDP is available.
- **Industry Side:** The sum of value added by each industry/sector in the economy (e.g. construction, manufacturing, wholesale and retail trade etc.) Real and nominal GDP is available.

In practice, most national statistical agencies, analysts and forecasters put more weight on the **expenditure side** approach as it is considered the most accurate of the three approaches. The expenditure side approach involves counting expenditures on goods and services by different groups in the economy. The four main components are consumption expenditures by households, gross private investment spending principally by firms, government purchases of goods and services, and net exports. A change in any one of these will affect GDP.

## What measure of GDP are we using?

**Expenditure side** GDP is available as **Real GDP** or **Nominal GDP**.

**Real GDP** measures the total volume of economic activity in a region. It is also known as constant dollar GDP because it uses a fixed price level, and is therefore not affected by inflation. As such it is useful for comparing the actual economic output of the economy without inflation affecting the analysis. The change in the volume of economic activity (real GDP) is a measure of how much “economic progress” is being made over any selected period and is the standard measure for reporting economic growth forecasts.

**Nominal GDP** depends on both the volume of economic activity and prices in a region. It is also known as current dollar GDP because it uses the current price level and is therefore affected by inflation. There is more variation in the growth rate of nominal GDP than real GDP.

**Real GDP vs Nominal GDP:** Real GDP is a more appropriate measure than nominal GDP when measuring the economic growth of a region as it reflects actual activity, is not influenced by price changes, and exhibits less variation in its annual growth.

The **Economic Stability Mandate** will be using **Expenditure Side Real GDP** (“Real GDP”) for GDP contingent wage increases.

## Who publishes the Real GDP Figures?

The Real GDP figures come from Statistics Canada’s Provincial and Territorial Gross Domestic Product by Income and by Expenditure Accounts (also known as the provincial and territorial economic accounts) and is published as Real Gross Domestic Product at Market Prices (chained 2007 dollars). This data is currently available in the Stats Can CANSIM database, Table 384-0038. Note that Stats Can table numbers are subject to change. Currently the data is released in November of each year.

## **Which forecast of Real GDP are we using?**

**The Economic Stability Mandate** will be using the Economic Forecast Council's average forecast for BC real GDP as published in the Ministry of Finance Budget and Fiscal Plan as the comparator for the GDP contingent wage increases.

## **When is this published?**

The Economic Forecast Council typically meets in November or December, with a final survey of Council members being provided to the Ministry of Finance in mid-January. Those forecasts are summarized and published in the February budget document.

## **Who are the Economic Forecast Council?**

*The Budget Transparency and Accountability Act* require that the Minister of Finance, in preparing the provincial budget, consults the Economic Forecast Council (the Council) on British Columbia's economic outlook. The Council is comprised of at least 10 leading economists from several of Canada's major banks and private research institutions. The Council is considered independent of Province, and as such, cannot be influenced by the Province. That is why their projections are being used as the benchmark.

## **Who is currently represented on the Economic Forecast Council?**

The Economic Forecast Council consists of leading economists from Canada's major banks and private research institutions. As of May 23, 2013, the EFC consists of 13 organizations: BMO, BC Business Council, BC Real Estate Association, CIBC, Central 1 Credit Union, Conference Board, IHS Global Insight, Laurentian Bank Securities, RBC, Scotiabank, Stokes Economic Consulting, TD and Urban Futures Institute.

## **How will this work?**

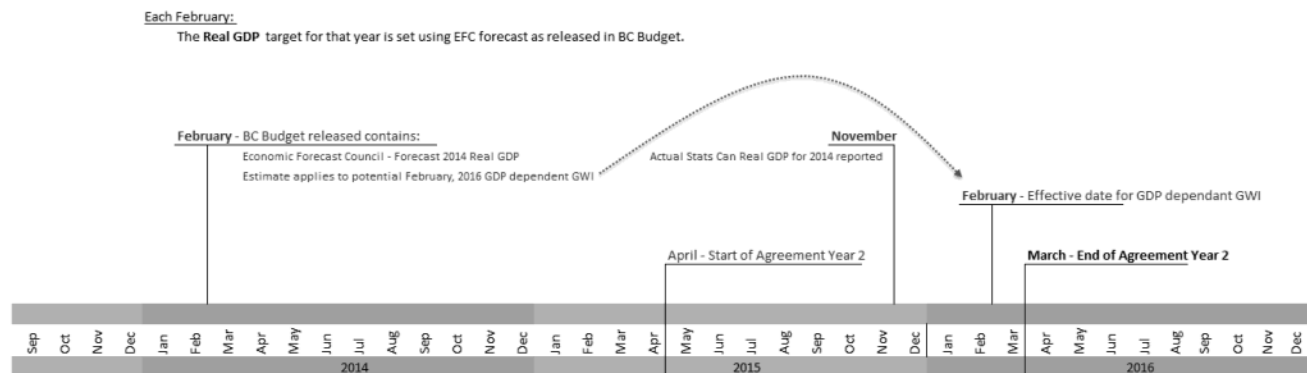
- In February of each year the Economic Forecast Council's average forecast for BC real GDP growth for that year will be published in the Ministry of Finance Budget and Fiscal Plan. That will set the **Forecast GDP** for that year (the year the budget is published).
- In the following year (currently November) Statistics Canada will publish Real Gross Domestic Product at Market Prices (chained 2007 dollars) in Canada's Provincial and Territorial Gross Domestic Product by Income and by Expenditure Accounts. This will set the **Actual GDP** for the year.
- These figures will be compared and the Minister of Finance, through the PSEC Secretariat, will direct employer bargaining agents of the GDP contingent GWI that can be awarded.

# Employers' Guide to the 2014 Economic Stability Mandate

- The GDP contingent GWI will be effective the beginning of the first pay period in the predetermined month of the collective agreement.
- Should this coincide with another GWI payment, the two GWIs will be added together, not compounded.

## **Economic Stability Divident Example**

### **Collective Agreement Year 2 (April 1, 2015 - March 1, 2016)**



Any GDP related increase that is effective February 2016 in the second year of the collective agreement is based on the actual Real GDP results for 2014 that are reported in November 2015.

**Note:** This is for demonstration purposes only. In the event of a conflict with collective agreement language, the collective agreement will apply.

## **How susceptible is real GDP to government policy change?**

Government policy can influence economic growth through government spending and taxation and as such there would be spill-over effects from a change in government policy as the effects trickle through the rest of the economy, although there may be delays before the full effects are realized. Note that direct government expenditures account for approximately a quarter of B.C.'s real GDP (based on the Statistics Canada economic accounts), but the government sector includes all levels of government (i.e. local, provincial and federal) and includes capital investments and purchases of goods and services.

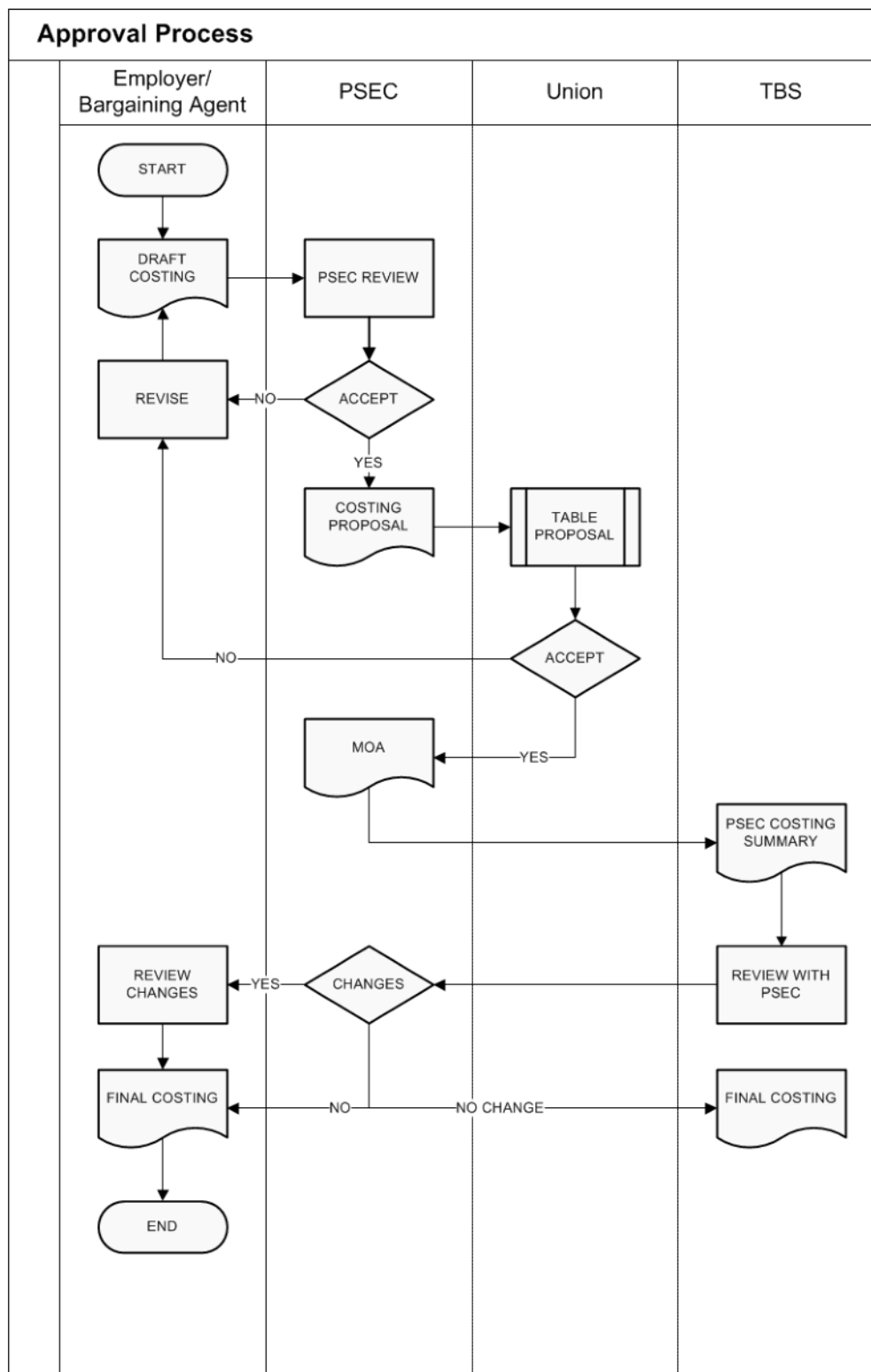
## **Can the government affect the EFC forecasts?**

No – the EFC are independent of B.C.'s government and use complex economic models to predict Real GDP. The EFC members are selected for their knowledge of the B.C. economy and their expertise in economic analysis and forecasting. An employee of the government reporting entity, other than an employee of a university as defined in the *College and Institute Act*, is not eligible for appointment to the Council.

**What about GDP revisions?**

From time to time Statistics Canada will revise historical GDP to take account of a more accurate view of prior year's economic growth. The GDP contingent GWIs will not be revised if Statistics Canada updates Real GDP figures for prior years.

## Appendix: Costing Approvals Process



# Employers' Guide to the 2014 Economic Stability Mandate

## *Collective Agreement Expiries by Quarter and Headcount*

Employer & Bargaining Group	Expired	13-Q4	14-Q1	14-Q2	14-Q3	After 14-Q3
BCPSEA & BCTF	42,463					
School Districts and K-12 Support Staff	32,949					
UVic & UVIC Faculty Association	902					
TRU & FPSE - TRU Faculty Association	825					
Capilano University & FPSE - CU Faculty Association	698					
BC Hydro & Allied Hydro Council	465					
UNBC & UNBC Faculty Association	410					
SD 39 & Vancouver Teacher Federation - Adult Education	235					
Selkirk College & PPWC Local 26	222					
SFU & Poly Party	122					
SD 59 & Teamsters Local 31	95					
UBC & International Union of Operating Engineers Local 882	69					
SD 61 & Allied Specialists' Association	32					
SD 57 & PEA	29					
Community Living BC & Union of Psychiatric Nurses and BCNU	14					
BC Assessment & CUPE Local 1767		722				
HEABC & Facilities Bargaining Association			46,679			
HEABC & Nurses Bargaining Association			32,433			
Public Service & BCGEU			26,448			
HEABC & Health Science Professionals Bargaining Association			16,267			
HEABC & Community Health Bargaining Association			15,139			
Ministry of Health & Doctors (BCMA) - Reopener			9,743			
CSSEA & CSSBA (Community Living Services)			8,520			
CSSEA & CSSBA (General Services)			3,010			
WorkSafeBC & Compensation Employees Union			2,509			
BC Hydro & IBEW Local 258			2,023			
UBC & CUPE Local 116 Non Faculty Staff			1,987			
BC Hydro & COPE Local 378			1,964			
UBC & CUPE Local 2950 Non Faculty Staff			1,491			
UVic & CUPE Local 951			1,380			
University of the Fraser Valley & FPSE - UVFSA			1,305			
SFU & CUPE Local 3338			1,276			
Public Service & PEA			1,226			
HEABC & Resident Physicians (PAR-BC)			1,191			
UVic & CUPE Local 917			1,073			
Kwantlen Polytechnic University & FPSE - Kwantlen Faculty Association			987			
Vancouver Community College & FPSE - VCC Faculty Association			913			
Douglas College & FPSE - Douglas College Faculty Association			757			
Vancouver Island University & FPSE - VIU Faculty Association			755			
Langara College & CUPE Local 15			669			
Camosun College & FPSE - Camosun College Faculty Association			661			
BC Transit & CAW Local 333			648			
TRU & CUPE Local 4879			631			
Public Service & Public Service Nurses Bargaining Association			624			
Langara College & FPSE - Langara Faculty Association			579			
College of New Caledonia & FPSE - Faculty Association of CNC			574			
Community Living BC & BCGEU			443			
BCIT & BCGEU Vocational Faculty			394			
Vancouver Island University & BCGEU Vocational Faculty Local 702			358			
BC Housing & BCGEU Admin/Clerical Division			355			
Okanagan College & BCGEU Vocational Faculty Local 707			333			
North Island College & FPSE - NIC Faculty Association			328			
Okanagan College & FPSE - OC Faculty Association			300			
Emily Carr University of Art and Design & FPSE - ECUAD Faculty Association			278			
Northwest Community College & BCGEU Vocational Faculty			247			
College of the Rockies & FPSE - CDR Faculty Association			229			
Northern Lights College & BCGEU Local 710 Faculty			209			
Selkirk College & FPSE - SC Faculty Association			201			
Ministry of Health & Midwives (MABC)			189			
TRU & BCOUFA (Tutors)			183			
CSSEA & CSSBA (Aboriginal Services)			177			
Emily Carr University of Art and Design & CUPE Local 15			161			
UBC & CUPE Local 2950 Chan Centre			156			
Public Service & Judges			146			
BC Housing & BCGEU Maintenance/Service Division			142			
Camosun College & BCGEU Vocational Faculty Local 701			140			
Selkirk College & BCGEU Vocational Faculty Local 709			130			
BC Transit & COPE Local 378			119			
Nicola Valley Institute of Technology & FPSE- NVITEA			103			
Northwest Community College & CUPE Local 2409			85			
Royal Roads University & RRU Faculty Association			62			
WorkSafeBC & Salaried Medical Advisors (BCMA)			33			
Public Service & Judicial Justices of the Peace			13			
Ministry of Health & Osteopaths - Reopener			3			
Langara College & BCNU			2			
ICBC & COPE Local 378				4,593		
UBC & UBC Faculty Association				4,064		
UBC & Association of Administrative and Professional Staff				3,338		
BCIT & BCIT Faculty & Staff Association				2,344		
SFU & Teaching Support Staff Union				1,463		



# Employers' Guide to the 2014 Economic Stability Mandate

Collective Agreement Expiries by Quarter and Headcount						
Employer & Bargaining Group	Expired	13-Q4	14-Q1	14-Q2	14-Q3	After 14-Q3
SFU & SFU Faculty Association				1,287		
UVic & CUPE Local 4163, Component III				964		
UVic & PEA				964		
SFU & Administrative & Professional Staff Association				841		
Douglas College & BCGEU Local 703				740		
Okanagan College & BCGEU				728		
Camosun College & CUPE Local 2081				722		
BCIT & BCGEU Support Staff				699		
Kwantlen Polytechnic University & BCGEU Local 703				560		
Vancouver Island University & CUPE Local 1858				476		
College of New Caledonia & CUPE Local 4951				456		
SD 05 & CUPE Local 4165				440		
UBC Okanagan & BCGEU Non Faculty Staff				403		
Capilano University & COPE Local 378				402		
UNBC & CUPE Local 3799				353		
UBC & BCGEU Childcare				254		
Northwest Community College & BCGEU Local 712 Support				245		
Justice Institute of BC & BCGEU Local 703 Support				220		
North Island College & CUPE Local 3479				212		
Northern Lights College & BCGEU Local 710 Support				184		
Oil and Gas Commission & BCGEU Local 2010				159		
College of the Rockies & CUPE Local 2773				144		
Royal Roads University & CUPE Local 3886				60		
Public Service & Queen's Printer CEP Local 2000 and 525G				54		
Oil and Gas Commission & PEA				27		
UVic & CUPE Local 4163, Components I & II					1,626	
UBC & CUPE Local 2278 - Comp I (TAs)					1,602	
Vancouver Community College & CUPE Local 4627					706	
UBC & CUPE Local 2278 - Comp II (ELI)					68	
Legal Services Society & PEA					6	
Pavilion Corporation of BC & BCGEU						725
Public Service & Crown Counsel - Reopener						502
UBC & CUPE Local 116 - Aquatic Centre						155
Legal Services Society & BCGEU						117
BC Transit & CUPE Local 4500						11
	79,530	722	188,981	27,396	4,008	1,510

### ***Restricted Access Website***

This website is a confidential web resource for public sector employers and employers' associations. It provides links to the Employers' Guide to the Economic Stability Mandate, as well as the Labour Relations Reporting System (LRRS) which employer bargaining agents use to submit compensation, demographic, benefit and collective agreement costing surveys. Employer bargaining agents can gain access to the website by asking the Secretariat for a confidential user ID and password. Employer bargaining agents are responsible for ensuring that confidentiality is maintained.

Website address: <https://pseclrrs.gov.bc.ca>

Login ID: provided by PSEC Secretariat

Password: provided by PSEC Secretariat

First-time users will be asked to accept the Terms and Conditions for Access to the PSEC LRRS. Employers' associations are free to request access for individual employers or alternatively, are free to copy Employers' Guide to the Economic Stability Mandate and settlement summary materials for distribution in their sectors.

Questions should be directed to Rhonda Smith at 250 356-0229 or by e-mail at [Rhonda.M.Smith@gov.bc.ca](mailto:Rhonda.M.Smith@gov.bc.ca)

## Public Sector Employers' Council Secretariat

# Quarterly October 2014

(released December 2014)



**PSEC Quarterly Report Index**  
as of October 31, 2014

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## **PSEC Quarterly Report Notes**

as of October 31, 2014

The PSEC Secretariat conducts a Total Compensation Base Survey (CBS) in the year prior to the commencement of bargaining. This survey provides as accurate picture as possible of the total cost of Public Sector compensation and is a foundation to setting mandates for compensation negotiations and costing collective agreements. When this survey is completed, the PSEC Secretariat validates the data collected to ensure it is logical and reasonable. This process usually involves some adjustments to the preliminary total compensation base.

The latest CBS was conducted in the fall of 2013. The results of that survey are updated in this Quarterly report.

Payrolls are not static; they change over time. To address this, the PSEC Secretariat provides a Quarterly update of the Public Sector total compensation base so that stakeholders have the most reliable data possible for collective bargaining and recognize that compensation base numbers change over time.

While survey data is "aged" to reflect available information provided by employers, employer associations and ministries, the most reliable source of the actual changes to the total compensation base comes from the CBS.

The following changes are captured in this Quarterly Update:

- Labour costs of ratified agreements under the Co-operative Gains mandate.

- Adjusted base data received during 2014 bargaining.

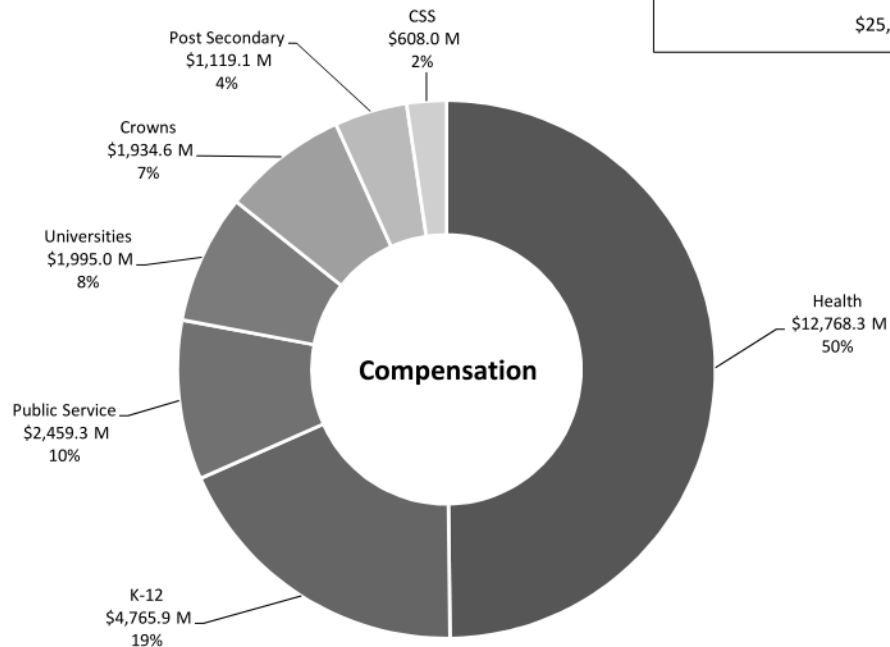
- Settlement labour costs of ratified agreements under the Economic Stability Mandate to March 31, 2015.

These changes have increased the Public Sector Compensation Base since our last Quarterly of July 2014 by approximately 0.39 per cent or \$99.2 million.

FTE have increased 0.35 per cent and headcount has decreased 0.7 per cent.

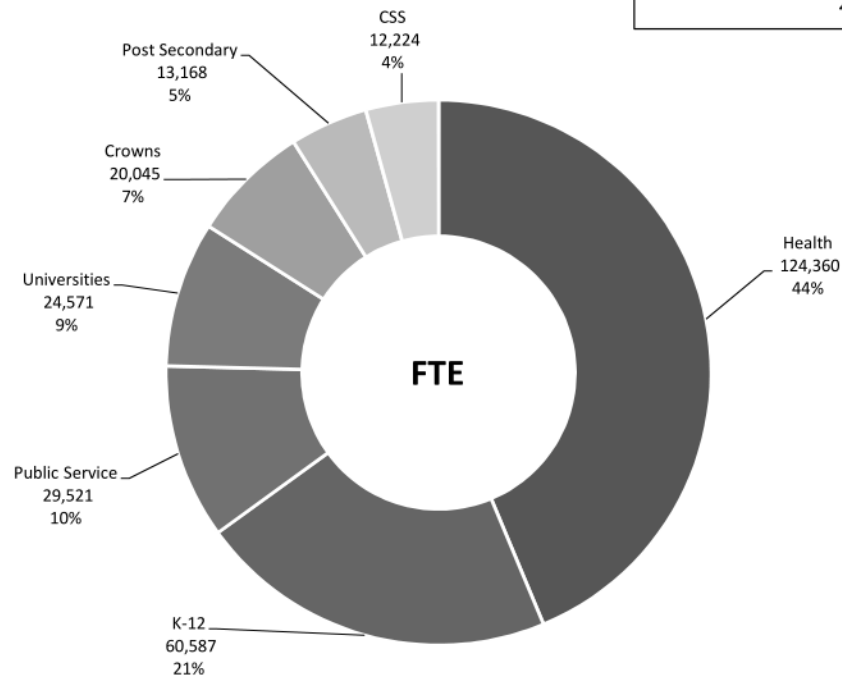
## B.C. Public Sector Compensation Sector Compensation Base (\$M) as % of Total Public Sector

Est as of October 31, 2014



## B.C. Public Sector FTEs

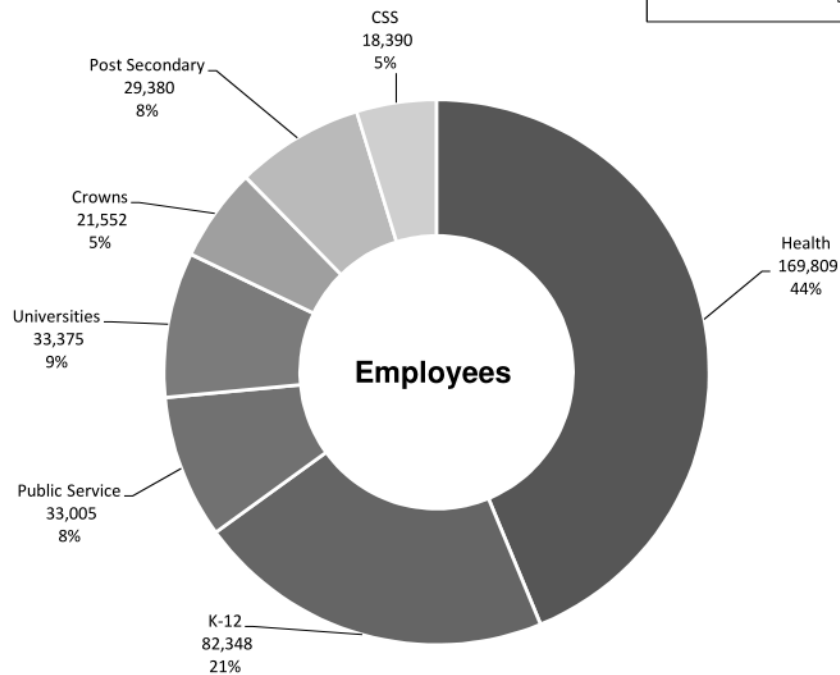
Sector FTE Count (union & non-union)  
As a % of Total Public Sector  
Est as of October 31, 2014



## B.C. Public Sector Employees

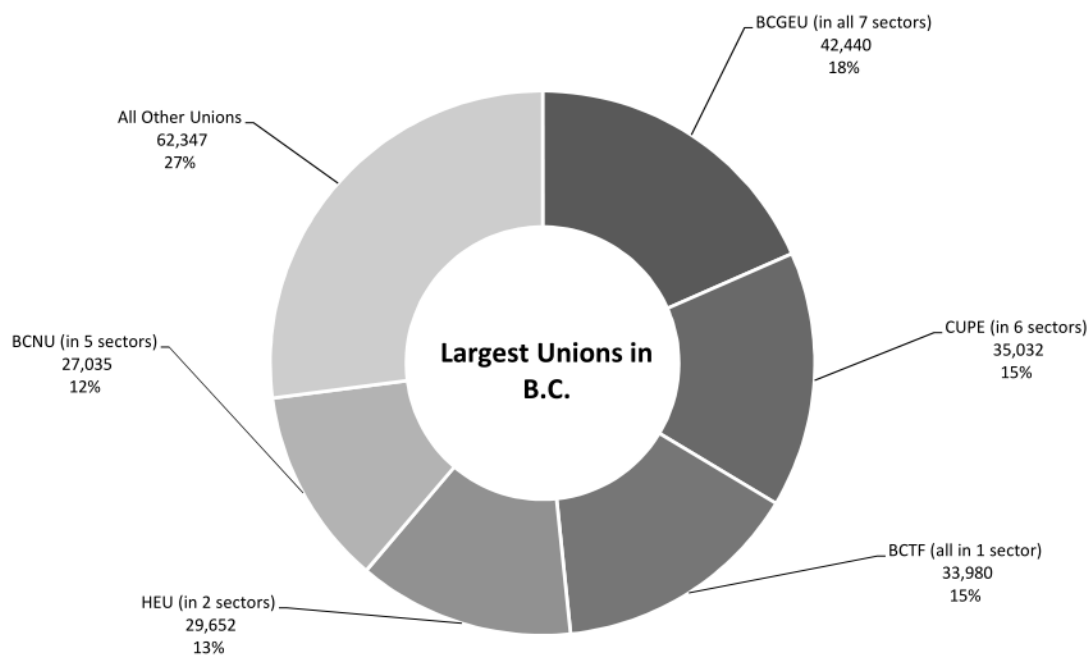
Sector Employee Count (union & non-union)  
As a % of Total Public Sector  
Est as of October 31, 2014

Total Sector Employee Count:  
387,859



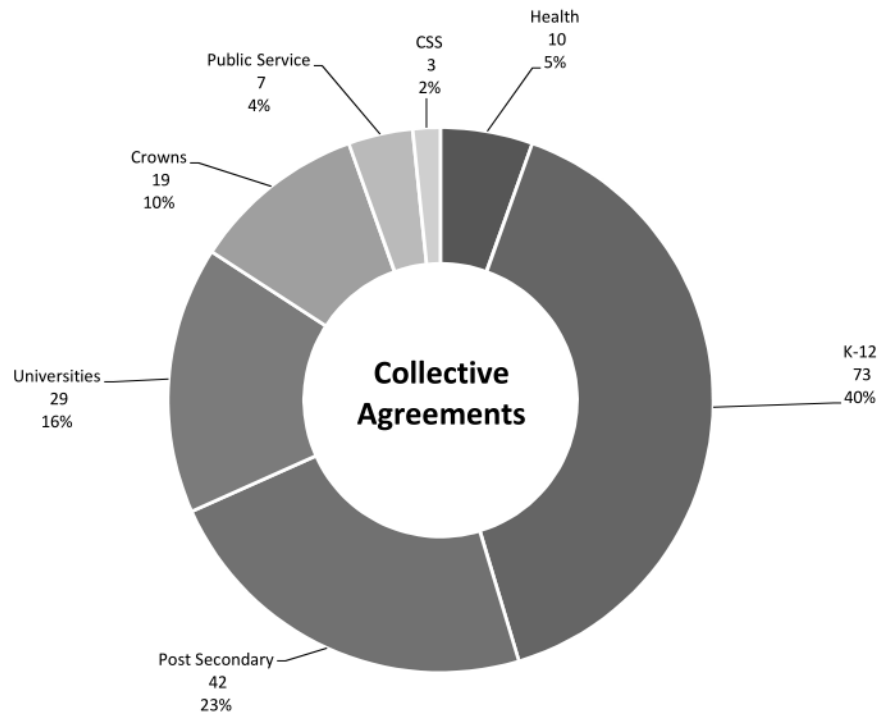
## Largest Unions in B.C. Public Sector by # and % of unionized FTEs

Est as of October 31, 2014



## Collective Agreements by Sector

Est as of October 31, 2014





**PSEC October 2014 Quarterly Report - changes since previous report July 18, 2014**

		Jul-2014	Oct-2014	Change
<b>Headcount</b>	<b>Employees</b>			
	All	390,572	387,859	(2,713)
	Unionized	316,103	313,365	(2,738)
<b>Compensation Base</b>	<b>\$ Millions</b>			
	All \$	25,551	\$ 25,650	\$ 99
	Unionized \$	20,990	\$ 21,087	\$ 97
<b>Cost of 1%</b>	<b>\$ Millions</b>			
	All \$	256	\$ 257	\$ 1.0
	Unionized \$	210	\$ 211	\$ 1.0

**Total Compensation**

Total compensation is up \$99.1 million (0.39%)  
 \$74.04 M from BCTF Co-operative Gains settlement costs (Jul 1 2014 - Mar 31 2015)  
 \$25.35 M from updated base data submissions provided during bargaining  
 (\$0.27) M from 2014 Mandate settlement costs

**FTEs**

# of FTEs is up 0.1% (259 FTEs)  
 138 from TRU revised base data submission  
 87 from CLBC revised base data submission  
 19 from Midwives revised base data submission  
 16 from Oil & Gas Commission revised base data submission  
 (1) from Facilities revised base data submission

**Headcount**

Headcount is down 0.7% (2,713 employees)  
 202 from CLBC revised base data submission  
 201 from TRU revised base data submission  
 49 from Midwives revised base data submission  
 12 from Oil & Gas Commission revised base data submission  
 (3,177) from Facilities revised base data submission

# ESTIMATED PUBLIC SECTOR AND SERVICE DATA BY SECTOR, BY UNION FOR 2014 - 2015

as of October 31, 2014

Summary <sup>1</sup>				
FTEs	% of FTEs	Sectors (Sorted by % of FTEs)	Headcount	Compensation Base (\$millions)
124,360	43.7%	Health Sector	169,809	\$ 12,768.254
60,587	21.3%	Education (K-12)	82,348	\$ 4,765.855
29,521	10.4%	Public Service	33,005	\$ 2,459.267
24,571	8.6%	Universities	33,375	\$ 1,994.986
20,045	7.0%	Crown Corporations	21,552	\$ 1,934.650
13,168	4.6%	Colleges and Institutes	29,380	\$ 1,119.126
12,224	4.3%	Community Social Services	18,390	\$ 607.961
<b>284,476</b>	<b>100%</b>	<b>Total</b>	<b>387,859</b>	<b>\$ 25,650.099</b>
230,485	81.0%	TOTAL UNIONIZED	313,365	\$ 21,086.776
53,991	19.0%	TOTAL NON UNION	74,494	\$ 4,563.323

<sup>1</sup> This is the data from the 2013 CBS, aged forward from the Potential Cost Changes to today's date

Community Social Services				
FTEs	% of Union FTEs	Unions	Headcount	Compensation Base (\$millions)
6,478	68.4%	BCGEU	9,945	\$ 300.363
1,197	12.6%	CUPE	1,860	\$ 53.671
618	6.5%	HEU	955	\$ 30.168
553	5.8%	HSA	867	\$ 20.807
395	4.2%	CLAC	610	\$ 19.693
137	1.4%	BCNU	211	\$ 6.886
89	0.9%	CSWU	137	\$ 4.473
10	0.1%	USW	16	\$ 0.383
<b>9,478</b>	<b>100%</b>	<b>TOTAL UNIONIZED in SECTOR</b>	<b>14,602</b>	<b>\$ 436.444</b>
<b>2,746</b>		<b>TOTAL NON UNION in SECTOR</b>	<b>3,788</b>	<b>\$ 171.516</b>
<b>12,224</b>		<b>TOTAL for SECTOR</b>	<b>18,390</b>	<b>\$ 607.961</b>

Education (K-12)				
FTEs	% of Union FTEs	Unions	Headcount	Compensation Base (\$millions)
33,980	60.2%	BCTF	42,809	\$ 3,120.144
19,682	34.9%	CUPE	30,233	\$ 1,025.938
1,023	1.8%	IUOE	1,610	\$ 50.647
856	1.5%	Teamsters	1,186	\$ 36.637
239	0.4%	WVMEA	415	\$ 12.373
142	0.3%	VTF - Adult Ed	215	\$ 10.402
125	0.2%	Trades Council	177	\$ 13.068
119	0.2%	CMAW	154	\$ 4.235
92	0.2%	USW	143	\$ 6.168
89	0.2%	BCGEU	124	\$ 4.007
40	0.1%	NTSA	56	\$ 1.191
28	0.0%	PEA	33	\$ 2.528
26	0.0%	ASA	30	\$ 2.169
<b>56,439</b>	<b>100%</b>	<b>TOTAL UNIONIZED in SECTOR</b>	<b>77,185</b>	<b>\$ 4,289.506</b>
<b>4,148</b>		<b>TOTAL NON UNION in SECTOR</b>	<b>5,163</b>	<b>\$ 476.349</b>
<b>60,587</b>		<b>TOTAL for SECTOR</b>	<b>82,348</b>	<b>\$ 4,765.855</b>

Public Service				
FTEs	% of Union FTEs	Unions	Headcount	Compensation Base (\$millions)
21,366	91.7%	BCGEU	24,520	\$ 1,530.982
1,138	4.9%	PEA	1,186	\$ 107.929
467	2.0%	BC Crown Counsel Association	509	\$ 84.724
142	0.6%	Justice Compensation Committee	168	\$ 39.390
80	0.3%	UPN	105	\$ 7.673
52	0.2%	BCNU	67	\$ 4.918
47	0.2%	Queen's Printer Unifor	49	\$ 3.437
<b>23,292</b>	<b>100%</b>	<b>TOTAL UNIONIZED in SECTOR</b>	<b>26,604</b>	<b>\$ 1,779.052</b>
<b>6,229</b>		<b>TOTAL NON UNION in SECTOR</b>	<b>6,401</b>	<b>\$ 680.215</b>
<b>29,521</b>		<b>TOTAL for SECTOR</b>	<b>33,005</b>	<b>\$ 2,459.267</b>

5 Largest Unions (BY FTEs)				
FTEs	% of Union FTEs	Unions	Headcount	Compensation Base (\$millions)
42,440	19.4%	BCGEU (in all 7 sectors)	57,634	\$ 2,778.285
35,032	15.0%	CUPE (in 6 sectors)	54,351	\$ 1,862.236
33,980	15.4%	BCTF (all in 1 sector)	42,809	\$ 3,120.144
29,652	13.7%	HEU (in 2 sectors)	43,815	\$ 1,916.549
27,035	10.3%	BCNU (in 5 sectors)	36,357	\$ 2,786.907

NOTE: Represents 73% of unionized FTEs and 59% of unionized compensation base

Colleges, Institutes and Teaching Universities				
FTEs	% of Union FTEs	Unions	Headcount	Compensation Base (\$millions)
5,018	44.7%	FPSE	8,776	\$ 492.667
2,900	25.8%	BCGEU	5,364	\$ 210.696
1,829	16.3%	CUPE	3,540	\$ 111.821
1,108	9.9%	BCIT Faculty & Staff Association	2,425	\$ 97.876
251	2.2%	COPE	430	\$ 15.744
120	1.1%	PPWC	230	\$ 7.253
1	0.0%	BCNU	1	\$ 0.089
<b>11,227</b>	<b>100%</b>	<b>TOTAL UNIONIZED in SECTOR</b>	<b>20,766</b>	<b>\$ 936.146</b>
<b>1,941</b>		<b>TOTAL NON UNION in SECTOR</b>	<b>8,614</b>	<b>\$ 182.980</b>
<b>13,168</b>		<b>TOTAL for SECTOR</b>	<b>29,380</b>	<b>\$ 1,119.126</b>

Crown Corporations				
FTEs	% of Union FTEs	Unions	Headcount	Compensation Base (\$millions)
5,690	41.6%	COPE Local 378	5,851	\$ 443.190
2,245	16.4%	CEU	2,521	\$ 216.851
1,899	13.9%	IBEW Local 258	1,899	\$ 240.093
1,784	13.1%	BCGEU	2,602	\$ 119.997
881	6.4%	Unifor Local 333 BC	887	\$ 45.873
584	4.3%	CUPE	690	\$ 43.480
512	3.7%	Allied Hydro Council	512	\$ 52.718
33	0.2%	PEA	33	\$ 3.555
21	0.2%	Salaried Medical Advisors (BCMA)	28	\$ 4.864
15	0.1%	BCNU, UPN	16	\$ 1.375
<b>13,664</b>	<b>100%</b>	<b>TOTAL UNIONIZED in SECTOR</b>	<b>15,039</b>	<b>\$ 1,171.996</b>
<b>6,381</b>		<b>TOTAL NON UNION in SECTOR</b>	<b>6,513</b>	<b>\$ 762.654</b>
<b>20,045</b>		<b>TOTAL for SECTOR</b>	<b>21,552</b>	<b>\$ 1,934.650</b>

Health				
FTEs	% of Union FTEs	Unions	Headcount	Compensation Base (\$millions)
29,034	42.4%	HEU	42,860	\$ 1,886.381
26,830	39.2%	BCNU	36,061	\$ 2,773.639
11,588	16.9%	HSA	15,348	\$ 1,062.422
10,315	15.1%	Doctors of BC	10,346	\$ 3,834.620
9,268	13.5%	BCGEU	14,238	\$ 593.099
3,501	5.1%	CUPE	4,890	\$ 255.696
1,659	2.4%	UFCW	2,518	\$ 97.008
1,125	1.6%	PAR-BC	1,184	\$ 83.528
619	0.9%	BCAO	619	\$ 42.729
440	0.6%	UPN	670	\$ 45.439
356	0.5%	IUOE	551	\$ 23.209
217	0.3%	BCDA	217	\$ 8.437
205	0.3%	MABC	250	\$ 30.340
73	0.1%	PPWC	83	\$ 4.530
66	0.1%	PEA	138	\$ 6.045
9	0.0%	CLAC	18	\$ 0.529
8	0.0%	USW	12	\$ 0.494
4	0.0%	Osteopaths	4	\$ 0.690
<b>95,315</b>	<b>139%</b>	<b>TOTAL UNIONIZED in SECTOR</b>	<b>130,006</b>	<b>\$ 10,748.835</b>
<b>29,045</b>		<b>TOTAL NON UNION in SECTOR</b>	<b>39,803</b>	<b>\$ 2,019.418</b>
<b>124,360</b>		<b>TOTAL for SECTOR</b>	<b>169,809</b>	<b>\$ 12,768.254</b>

Universities				
FTEs	% of Union FTEs	Unions/Associations	Headcount	Compensation Base (\$millions)
8,239	39.1%	CUPE	13,138	\$ 371.629
3,601	17.1%	AAPS	3,745	\$ 317.453
3,119	14.8%	UBC Faculty Association	3,930	\$ 450.124
1,185	5.6%	SFU Faculty Association	1,256	\$ 155.212
959	4.6%	APSA	996	\$ 92.215
847	4.0%	UVIC Faculty Association	886	\$ 114.897
822	3.9%	PEA	865	\$ 64.945
554	2.6%	BCGEU Non Faculty Staff	841	\$ 19.142
594	2.8%	FPSE - TRU Faculty Association	1,033	\$ 56.474
504	2.4%	TSSU	1,569	\$ 25.028
314	1.5%	UNBC Faculty Association	405	\$ 30.544
118	0.6%	Poly Party	124	\$ 7.572
81	0.4%	TRUOLFA	240	\$ 5.827
68	0.3%	IUOE	68	\$ 5.856
66	0.3%	RRU Faculty Association	67	\$ 7.876
<b>21,070</b>	<b>100%</b>	<b>TOTAL UNIONIZED in SECTOR</b>	<b>29,163</b>	<b>\$ 1,724.796</b>
<b>3,501</b>		<b>TOTAL NON UNION in SECTOR</b>	<b>4,212</b>	<b>\$ 270.190</b>
<b>24,571</b>		<b>TOTAL for SECTOR</b>	<b>33,375</b>	<b>\$ 1,994.986</b>

# ESTIMATED COLLEGES, INSTITUTES & TEACHING UNIVERSITIES SECTOR DATA FOR 2014 - 2015

as of October 31, 2014

Summary Table: Union Distribution				
FTEs	% of Union FTEs	Unions	Headcount	Estimated Comp. Base (\$millions)
5,018	44.7%	FPSE	8,776	\$ 492.667
2,900	25.8%	BCGEU	5,364	\$ 210.696
1,829	16.3%	CUPE	3,540	\$ 111.821
1,108	9.9%	BCIT Faculty & Staff Association	2,425	\$ 97.876
251	2.2%	COPE	430	\$ 15.744
120	1.1%	PPWC	230	\$ 7.253
1	0.0%	BCNU	1	\$ 0.089
<b>11,227</b>	<b>100%</b>	<b>Total</b>	<b>20,766</b>	<b>\$ 936.146</b>
Non Union Groups				
<b>1,941</b>			<b>8,614</b>	<b>\$ 182.980</b>
<b>13,168</b>		<b>Sector Total</b>	<b>29,380</b>	<b>\$ 1,119.126</b>

Faculty Summary Table				
FTEs	% of FTEs	Unions	Headcount	Estimated Comp. Base (\$millions)
Faculty				
4,637	69.2%	FPSE	8,243	\$ 468.925
1,108	16.5%	BCIT Faculty & Staff Association	2,425	\$ 97.876
109	1.6%	BCGEU	203	\$ 11.330
38	0.6%	CUPE	75	\$ 4.043
<b>5,892</b>	<b>88.0%</b>	<b>Sub total</b>	<b>10,946</b>	<b>\$ 582.174</b>
Vocational Faculty				
806	12.0%	BCGEU	1,599	\$ 82.712
<b>806</b>	<b>12.0%</b>	<b>Sub total</b>	<b>1,599</b>	<b>\$ 82.712</b>
<b>6,698</b>	<b>100%</b>	<b>Total</b>	<b>12,545</b>	<b>\$ 664.887</b>
Non-Union Faculty				
<b>386</b>			<b>3,521</b>	<b>\$ 27.160</b>
<b>7,084</b>		<b>Faculty Total</b>	<b>16,066</b>	<b>\$ 692.047</b>

Support Staff Summary Table				
FTEs	% of FTEs	Unions	Headcount	Estimated Comp. Base (\$millions)
1,985	41.9%	BCGEU	3,562	\$ 116.653
1,791	37.8%	CUPE	3,465	\$ 107.778
381	8.0%	FPSE	533	\$ 23.743
251	5.3%	COPE	430	\$ 15.744
120	2.5%	PPWC	230	\$ 7.253
1	0.0%	BCNU	1	\$ 0.089
<b>4,529</b>	<b>95.5%</b>	<b>Total</b>	<b>8,221</b>	<b>\$ 271.260</b>
Non-Union Groups				
138	2.9%	Student Workers	1,858	\$ 3.282
73	1.5%	Non-Union Support Staff	836	\$ 2.738
<b>211</b>	<b>4.5%</b>	<b>Sub total</b>	<b>2,694</b>	<b>\$ 6.020</b>
<b>4,740</b>	<b>100%</b>	<b>Support Staff Total</b>	<b>10,915</b>	<b>\$ 277.280</b>

Management/Exempt Summary Table				
FTEs	% of FTEs		Headcount	Estimated Comp. Base (\$millions)
1,344	100%	Management/Excluded	2,399	\$ 149.800
<b>1,344</b>	<b>100%</b>	<b>Management/Excluded Total</b>	<b>2,399</b>	<b>\$ 149.800</b>

### Reporting Groups by Institution

BC Institute of Technology					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
30-Jun-14	BC Institute of Technology BCITFSA Faculty	BCIT Faculty & Staff Association	1,108	2,425	\$ 97.876
31-Mar-14	BC Institute of Technology BCGEU Vocational Faculty	BCGEU Vocational Faculty	288	408	\$ 29.568
30-Jun-14	BC Institute of Technology BCGEU Support Staff	BCGEU Support Staff	577	866	\$ 34.727
<b>Total</b>			<b>1,973</b>	<b>3,699</b>	<b>\$ 162.171</b>
<b>Non Union Groups</b>					
31-Mar-14	BC Institute of Technology Management/Union Exempt		170	207	\$ 22.401
<b>Total</b>			<b>170</b>	<b>207</b>	<b>\$ 22.401</b>
<b>Employer Total</b>			<b>2,143</b>	<b>3,906</b>	<b>\$ 184.572</b>

Camosun College					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	Camosun College FPSE Faculty	FPSE - CC Faculty Association	404	657	\$ 42.118
31-Mar-19	Camosun College BCGEU Vocational Faculty	BCGEU Local 701 Vocational Faculty	72	134	\$ 7.601
30-Jun-14	Camosun College CUPE Support Staff	CUPE Local 2081	416	720	\$ 25.258
<b>Total</b>			<b>892</b>	<b>1,511</b>	<b>\$ 74.977</b>
<b>Non Union Groups</b>					
31-Mar-14	Camosun College Non Union Faculty		13	212	\$ 0.760
31-Mar-14	Camosun College Non Union Support Staff		5	50	\$ 0.224
31-Mar-14	Camosun College Student Workers		15	87	\$ 0.497
31-Mar-14	Camosun College Management/Union Exempt		61	88	\$ 7.101
<b>Total</b>			<b>94</b>	<b>437</b>	<b>\$ 8.582</b>
<b>Employer Total</b>			<b>986</b>	<b>1,948</b>	<b>\$ 83.558</b>

College of New Caledonia					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	College of New Caledonia FPSE Faculty	FPSE - Faculty Association of CNC	224	582	\$ 23.272
31-May-14	College of New Caledonia CUPE Support Staff	CUPE Local 4951	237	461	\$ 14.382
<b>Total</b>			<b>461</b>	<b>1,043</b>	<b>\$ 37.654</b>
<b>Non Union Groups</b>					
31-Mar-14	College of New Caledonia Non Union Faculty		1	29	\$ 0.047
31-Mar-14	College of New Caledonia Non Union Support Staff		1	6	\$ 0.045
31-Mar-14	College of New Caledonia Student Workers		1	22	\$ 0.021
31-Mar-12	College of New Caledonia Management/Union Exempt		44	55	\$ 5.389
<b>Total</b>			<b>47</b>	<b>112</b>	<b>\$ 5.502</b>
<b>Employer Total</b>			<b>508</b>	<b>1,155</b>	<b>\$ 43.156</b>

College of the Rockies					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	College of the Rockies FPSE Faculty	FPSE - COR Faculty Association	124	268	\$ 11.103
30-Jun-14	College of the Rockies CUPE Support Staff	CUPE Local 2773	102	157	\$ 5.548
<b>Total</b>			<b>226</b>	<b>425</b>	<b>\$ 16.650</b>
<b>Non Union Groups</b>					
31-Mar-14	College of the Rockies Non Union Faculty		54	419	\$ 2.671
31-Mar-14	College of the Rockies Student Workers		3	97	\$ 0.057
31-Mar-14	College of The Rockies Management/Union Exempt		27	46	\$ 2.875
<b>Total</b>			<b>84</b>	<b>562</b>	<b>\$ 5.602</b>
<b>Employer Total</b>			<b>310</b>	<b>987</b>	<b>\$ 22.252</b>

Douglas College						
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)	
31-Mar-14	Douglas College FPSE Faculty	FPSE - DC Faculty Association	473	794	\$	49.502
30-Jun-14	Douglas College BCGEU Support Staff	BCGEU Local 703	362	730	\$	20.035
<b>Total</b>			<b>835</b>	<b>1,524</b>	<b>\$</b>	<b>69.537</b>
<b>Non Union Groups</b>						
31-Mar-14	Douglas College Non Union Faculty		86	435	\$	5.679
31-Mar-14	Douglas College Management/Union Exempt		74	91	\$	8.822
<b>Total</b>			<b>160</b>	<b>526</b>	<b>\$</b>	<b>14.501</b>
<b>Employer Total</b>			<b>995</b>	<b>2,050</b>	<b>\$</b>	<b>84.038</b>

Justice Institute of BC						
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)	
30-Jun-14	Justice Institute of BC BCGEU Support Staff	BCGEU local 703	150	234	\$	8.966
<b>Total</b>			<b>150</b>	<b>234</b>	<b>\$</b>	<b>8.966</b>
<b>Non Union Groups</b>						
31-Mar-14	Justice Institute of BC Non Union Faculty		50	413	\$	4.569
31-Mar-14	Justice Institute of BC Management/Union Exempt		110	134	\$	11.374
<b>Total</b>			<b>160</b>	<b>547</b>	<b>\$</b>	<b>15.942</b>
<b>Employer Total</b>			<b>310</b>	<b>781</b>	<b>\$</b>	<b>24.909</b>

Langara College						
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)	
31-Mar-14	Langara College FPSE Faculty	FPSE - Langara Faculty Association	406	587	\$	41.063
31-Mar-14	Langara College CUPE Support Staff	CUPE Local 15	254	645	\$	15.497
31-Mar-14	Langara College BCNU Support Staff	BCNU	1	1	\$	0.089
<b>Total</b>			<b>661</b>	<b>1,233</b>	<b>\$</b>	<b>56.649</b>
<b>Non Union Groups</b>						
31-Mar-14	Langara College Non Union Faculty		80	521	\$	6.767
31-Mar-14	Langara College Management/Union Exempt		84	353	\$	7.678
<b>Total</b>			<b>164</b>	<b>874</b>	<b>\$</b>	<b>14.445</b>
<b>Employer Total</b>			<b>825</b>	<b>2,107</b>	<b>\$</b>	<b>71.094</b>

Nicola Valley Institute of Technology						
Expiry Date	Reporting Group	Union <sup>1</sup>	FTEs	Headcount	Estimated Comp. Base (\$millions)	
31-Mar-14	Nicola Valley Institute of Technology FPSE Faculty	FPSE - NVIT Employees' Association	36	75	\$	3.216
31-Mar-14	Nicola Valley Institute of Technology FPSE Support Staff	FPSE - NVITEA	20	26	\$	1.097
<b>Total</b>			<b>56</b>	<b>101</b>	<b>\$</b>	<b>4.313</b>
<b>Non Union Groups</b>						
31-Mar-14	Nicola Valley Institute of Technology Non Union Faculty		10	40	\$	0.615
31-Mar-14	Nicola Valley Institute of Technology Student Workers		2	31	\$	0.055
31-Mar-14	Nicola Valley Institute of Technology Management/Union Exempt		18	19	\$	1.676
<b>Total</b>			<b>30</b>	<b>90</b>	<b>\$</b>	<b>2.345</b>
<b>Employer Total</b>			<b>86</b>	<b>191</b>	<b>\$</b>	<b>6.658</b>

<sup>1</sup> FPSE-NVIT Employees' Association is a joint Faculty/Support union so there is one agreement covering both groups

North Island College						
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)	
31-Mar-14	North Island College FPSE Faculty	FPSE - NIC Faculty Association	161	318	\$	15.984
30-Jun-14	North Island College CUPE Support Staff	CUPE Local 3479	128	217	\$	7.595
<b>Total</b>			<b>289</b>	<b>535</b>	<b>\$</b>	<b>23.579</b>
<b>Non Union Groups</b>						
31-Mar-14	North Island College Non Union Faculty		5	95	\$	0.306
31-Mar-14	North Island College Student Workers		4	94	\$	0.076
31-Mar-14	North Island College Management/Union Exempt		45	69	\$	4.539
<b>Total</b>			<b>54</b>	<b>258</b>	<b>\$</b>	<b>4.921</b>
<b>Employer Total</b>			<b>343</b>	<b>793</b>	<b>\$</b>	<b>28.499</b>

Northern Lights College						
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)	
31-Mar-19	Northern Lights College BCGEU Faculty	BCGEU Local 710 Faculty	109	203	\$	11.330
30-Jun-14	Northern Lights College BCGEU Support Staff	BCGEU Local 710 Support	104	165	\$	5.501
<b>Total</b>			<b>213</b>	<b>368</b>	<b>\$</b>	<b>16.831</b>
<b>Non Union Groups</b>						
31-Mar-14	Northern Lights College Non Union Faculty		-	8	\$	0.029
31-Mar-14	Northern Lights Management/Union Exempt		25	54	\$	2.986
<b>Total</b>			<b>25</b>	<b>62</b>	<b>\$</b>	<b>3.015</b>
<b>Employer Total</b>			<b>238</b>	<b>430</b>	<b>\$</b>	<b>19.845</b>

Northwest Community College						
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)	
31-Mar-14	Northwest Community College CUPE Faculty	CUPE Local 2049 Faculty	38	75	\$	4.043
31-Mar-19	Northwest Community College BCGEU Vocational Faculty	BCGEU Vocational Faculty	80	217	\$	8.247
30-Jun-14	Northwest Community College BCGEU Support Staff	BCGEU Local 712 Support	103	216	\$	6.770
<b>Total</b>			<b>221</b>	<b>508</b>	<b>\$</b>	<b>19.060</b>
<b>Non Union Groups</b>						
31-Mar-14	Northwest Community College Non Union Faculty		-	28	\$	0.031
31-Mar-14	Northwest Community College Student Workers		1	32	\$	0.040
31-Mar-14	Northwest Community College Management/Union Exempt		28	39	\$	3.066
<b>Total</b>			<b>29</b>	<b>99</b>	<b>\$</b>	<b>3.137</b>
<b>Employer Total</b>			<b>250</b>	<b>607</b>	<b>\$</b>	<b>22.197</b>

Okanagan College						
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)	
31-Mar-14	Okanagan College FPSE Faculty	FPSE - OC Faculty Association	213	323	\$	21.520
31-Mar-19	Okanagan College BCGEU Vocational Faculty	BCGEU Local 707 Vocational Faculty	163	374	\$	16.209
30-Jun-14	Okanagan College BCGEU Support Staff	BCGEU	291	778	\$	16.005
<b>Total</b>			<b>667</b>	<b>1,475</b>	<b>\$</b>	<b>53.733</b>
<b>Non Union Groups</b>						
31-Mar-14	Okanagan College Non Union Faculty		26	407	\$	1.637
31-Mar-14	Okanagan College Management/Union Exempt		120	243	\$	11.989
<b>Total</b>			<b>146</b>	<b>650</b>	<b>\$</b>	<b>13.626</b>
<b>Employer Total</b>			<b>813</b>	<b>2,125</b>	<b>\$</b>	<b>67.360</b>

Selkirk College					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	Selkirk College FPSE Faculty	FPSE - SC Faculty Association	122	191	\$ 12.382
31-Mar-19	Selkirk College BCGEU Vocational Faculty	BCGEU Local 709 Vocational Faculty	67	139	\$ 7.049
31-Dec-14	Selkirk College PPWC Support Staff	PPWC Local 26	120	230	\$ 7.253
<b>Total</b>			<b>309</b>	<b>560</b>	<b>\$ 26.684</b>
<b>Non Union Groups</b>					
31-Mar-14	Selkirk College Non Union Faculty		8	75	\$ 0.503
31-Mar-14	Selkirk College Management/Union Exempt		35	52	\$ 3.577
<b>Total</b>			<b>43</b>	<b>127</b>	<b>\$ 4.080</b>
<b>Employer Total</b>			<b>352</b>	<b>687</b>	<b>\$ 30.764</b>

Vancouver Community College					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	Vancouver Community College FPSE Faculty	FPSE - VCC Faculty Association	480	866	\$ 47.491
30-Sep-14	Vancouver Community College CUPE Support Staff	CUPE Local 4627	325	688	\$ 21.118
<b>Total</b>			<b>805</b>	<b>1,554</b>	<b>\$ 68.608</b>
<b>Non Union Groups</b>					
31-Mar-14	Vancouver Community College Non Union Faculty		22	336	\$ 1.417
31-Mar-14	Vancouver Community College Non Union Support Staff		7	349	\$ 0.336
31-Mar-14	Vancouver Community College Management/Union Exempt		70	368	\$ 8.289
<b>Total</b>			<b>99</b>	<b>1,053</b>	<b>\$ 10.042</b>
<b>Employer Total</b>			<b>904</b>	<b>2,607</b>	<b>\$ 78.650</b>

### Teaching Universities

Capilano University					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	Capilano University FPSE Faculty	FPSE - CU Faculty Association	382	772	\$ 36.837
30-Jun-14	Capilano University COPE Support Staff	COPE Local 378	251	430	\$ 15.744
			<b>633</b>	<b>1,202</b>	<b>\$ 52.581</b>
<b>Non Union Groups</b>					
31-Mar-14	Capilano University Non Union Faculty		8	187	\$ 0.495
31-Mar-14	Capilano University Management/Union Exempt		65	89	\$ 7.255
<b>Total</b>			<b>73</b>	<b>276</b>	<b>\$ 7.750</b>
<b>Employer Total</b>			<b>706</b>	<b>1,478</b>	<b>\$ 60.330</b>

Emily Carr University of Art and Design					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	Emily Carr University of Art and Design FPSE Faculty	FPSE - ECUAD Faculty Association	97	267	\$ 8.628
31-Mar-14	Emily Carr University of Art and Design CUPE Support Staff	CUPE Local 15	101	155	\$ 6.113
<b>Total</b>			<b>198</b>	<b>422</b>	<b>\$ 14.740</b>
<b>Non Union Groups</b>					
31-Mar-14	Emily Carr University of Art and Design Non Union Faculty		12	110	\$ 0.790
31-Mar-14	Emily Carr University of Art and Design Non Union Support Staff		-	4	\$ 0.016
31-Mar-14	Emily Carr University of Art and Design Student Workers		16	310	\$ 0.453
31-Mar-14	Emily Carr University of Art and Design Management/Union Exempt		47	97	\$ 4.633
<b>Total</b>			<b>75</b>	<b>521</b>	<b>\$ 5.892</b>
<b>Employer Total</b>			<b>273</b>	<b>943</b>	<b>\$ 20.633</b>

Kwantlen Polytechnic University						
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)	
31-Mar-14	Kwantlen Polytechnic University FPSE Faculty	FPSE - Kwantlen Faculty Association	608	1,002	\$	64.971
30-Jun-14	Kwantlen Polytechnic University BCGEU Support Staff	BCGEU Local 703	398	573	\$	24.650
<b>Total</b>			<b>1,006</b>	<b>1,575</b>	<b>\$</b>	<b>89.621</b>
<b>Non Union Groups</b>						
31-Mar-14	Kwantlen Polytechnic University Non Union Support Staff		45	324	\$	1.430
31-Mar-14	Kwantlen Polytechnic University Student Workers		19	317	\$	0.378
31-Mar-14	Kwantlen Polytechnic University Management/Union Exempt		124	146	\$	13.792
<b>Total</b>			<b>188</b>	<b>787</b>	<b>\$</b>	<b>15.600</b>
<b>Employer Total</b>			<b>1,194</b>	<b>2,362</b>	<b>\$</b>	<b>105.220</b>

University of the Fraser Valley						
Expiry Date	Reporting Group	Union <sup>2</sup>	FTEs	Headcount	Estimated Comp. Base (\$millions)	
31-Mar-14	University of the Fraser Valley FPSE Faculty	FPSE - UFV Faculty & Staff Association	458	805	\$	45.874
31-Mar-14	University of the Fraser Valley FPSE Support Staff	FPSE - UFVFSA	361	507	\$	22.645
<b>TOTAL UNIONIZED</b>			<b>819</b>	<b>1,312</b>	<b>\$</b>	<b>68.519</b>
<b>Non Union Groups</b>						
31-Mar-14	University of the Fraser Valley Non Union Faculty		5	71	\$	0.439
31-Mar-14	University of the Fraser Valley Non Union Support Staff		1	21	\$	0.039
31-Mar-14	University of the Fraser Valley Student Workers		38	511	\$	0.855
31-Mar-14	University of the Fraser Valley Management/Union Exempt		66	79	\$	8.209
<b>Total</b>			<b>110</b>	<b>682</b>	<b>\$</b>	<b>9.542</b>
<b>Employer Total</b>			<b>929</b>	<b>1,994</b>	<b>\$</b>	<b>78.061</b>

<sup>2</sup> FPSE-UCFV Faculty & Staff Association is a joint Faculty/Support union so there is one agreement covering both groups

Vancouver Island University						
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)	
31-Mar-14	Vancouver Island University FPSE Faculty	FPSE - VIU Faculty Association	449	736	\$	44.966
31-Mar-14	Vancouver Island University BCGEU Vocational Faculty	BCGEU Local 702 Vocational Faculty	136	327	\$	14.038
30-Jun-14	Vancouver Island University CUPE Support Staff	CUPE Local 1858	228	422	\$	12.268
<b>Total</b>			<b>813</b>	<b>1,485</b>	<b>\$</b>	<b>71.272</b>
<b>Non Union Groups</b>						
31-Mar-14	Vancouver Island University Non Union Faculty		6	135	\$	0.409
31-Mar-14	Vancouver Island University Non Union Support Staff		14	82	\$	0.647
31-Mar-14	Vancouver Island University Student Workers		39	357	\$	0.852
31-Mar-14	Vancouver Island University Management/Union Exempt		123	162	\$	13.341
<b>Total</b>			<b>182</b>	<b>736</b>	<b>\$</b>	<b>15.249</b>
<b>Employer Total</b>			<b>995</b>	<b>2,221</b>	<b>\$</b>	<b>86.521</b>



## ESTIMATED COMMUNITY SOCIAL SERVICES SECTOR DATA FOR 2014 - 2015

as of October 31, 2014

CSSEA Membership Summary				
FTEs	% of Sector	Sub-Sectors	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
5,962	48.8%	Community Living Services	9,194	\$ 299.718
3,308	27.1%	General Services	5,194	\$ 122.639
1,413	11.6%	Non-Union Hourly Staff	2,246	\$ 67.565
1,334	10.9%	Management/Excluded	1,542	\$ 103.951
208	1.7%	Aboriginal Services	214	\$ 14.087
<b>12,224</b>	<b>100%</b>	<b>Sector Totals</b>	<b>18,390</b>	<b>\$ 607.961</b>

<sup>1</sup> Allocation by union has been calculated for some sub-sectors based on number of FTEs as data is not always available on a per union basis.

Estimated CSSEA Membership Unionized Breakdown				
FTEs	% of Union FTEs	Unions	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
6,478	68.4%	BCGEU	9,945	\$ 300.363
1,197	12.6%	CUPE	1,860	\$ 53.671
618	6.5%	HEU	955	\$ 30.168
553	5.8%	HSA	867	\$ 20.807
395	4.2%	CLAC	610	\$ 19.693
137	1.4%	BCNU	211	\$ 6.886
89	0.9%	CSWU	137	\$ 4.473
10	0.1%	USW	16	\$ 0.383
<b>9,478</b>	<b>100%</b>	<b>Union Total</b>	<b>14,602</b>	<b>\$ 436.444</b>

Number of CSSEA Member Agencies				
Description	Total	Aboriginal Services	Community Living Services	General Services
Member agencies	202	7	101	94
Union certifications	219	8	108	103

Community Living Services				
FTEs	% of Union FTEs	Union	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
4,078	68.4%	BCGEU	6,288	\$ 204.972
704	11.8%	CUPE	1,085	\$ 35.385
549	9.2%	HEU	846	\$ 27.594
382	6.4%	CLAC	589	\$ 19.200
137	2.3%	BCNU	211	\$ 6.886
89	1.5%	CSWU	137	\$ 4.473
24	0.4%	HSA	37	\$ 1.206
<b>5,962</b>	<b>100%</b>	<b>Total</b>	<b>9,194</b>	<b>\$ 299.718</b>
<b>1,628</b>		<b>Non-Union</b>	<b>2,119</b>	<b>\$ 98.387</b>
<b>7,590</b>		<b>Sub-Sector Total</b>	<b>11,313</b>	<b>\$ 398.105</b>

General Services				
FTEs	% of Union FTEs	Union	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
2,193	66.3%	BCGEU	3,443	\$ 81.303
493	14.9%	CUPE	774	\$ 18.286
529	16.0%	HSA	830	\$ 19.600
69	2.1%	HEU	109	\$ 2.573
13	0.4%	CLAC	21	\$ 0.493
10	0.3%	USW	16	\$ 0.383
<b>3,308</b>	<b>100%</b>	<b>Total</b>	<b>5,194</b>	<b>\$ 122.639</b>
<b>1,089</b>		<b>Non-Union</b>	<b>1,639</b>	<b>\$ 70.444</b>
<b>4,397</b>		<b>Sub-Sector Total</b>	<b>6,833</b>	<b>\$ 193.084</b>

Aboriginal Services				
FTEs	% of Union FTEs	Union	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
208	100.0%	BCGEU	214	\$ 14.087
<b>208</b>	<b>100%</b>	<b>Total</b>	<b>214</b>	<b>\$ 14.087</b>
<b>30</b>		<b>Non-Union</b>	<b>30</b>	<b>\$ 2.685</b>
<b>237</b>		<b>Sub-Sector Total</b>	<b>244</b>	<b>\$ 16.772</b>

Sources: FTE, EE and \$\$ Totals: 2013 CBS  
 Number of Member Agencies by Sub-sector: E. Peraro Oct 17 2014  
 Unions and FTE % by union: E. Peraro, CSSEA, Feb 7 2014

# ESTIMATED CROWN CORPORATIONS SECTOR DATA FOR 2014 - 2015

as of October 31, 2014

Crown Corporations Summary Table					
FTEs	% of Union FTEs	Unions	Headcount	Compensation Base (\$millions)	
5,690	41.6%	COPE Local 378	5,851	\$	443.19
2,245	16.4%	CEU	2,521	\$	216.851
1,899	13.9%	IBEW Local 258	1,899	\$	240.093
1,784	13.1%	BCGEU	2,602	\$	119.997
881	6.4%	Unifor Local 333 BC	887	\$	45.873
584	4.3%	CUPE	690	\$	43.480
512	3.7%	Allied Hydro Council	512	\$	52.72
33	0.2%	PEA	33	\$	3.555
21	0.2%	Salaried Medical Advisors (BCMA)	28	\$	4.864
15	0.1%	BCNU, UPN	16	\$	1.375
<b>13,664</b>	<b>100%</b>	<b>Totals</b>	<b>15,039</b>	<b>\$</b>	<b>1,171.996</b>
<b>6,381</b>		<b>Non-Union Totals</b>	<b>6,513</b>	<b>\$</b>	<b>762.654</b>
<b>20,045</b>		<b>Sector Totals</b>	<b>21,552</b>	<b>\$</b>	<b>1,934.650</b>

Taxpayer Supported Crowns (as defined in Public Accounts)						
Expiry Date	Employer	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Dec-13	BC Assessment	BC Assessment CUPE	CUPE Local 1767	573	679	\$ 42.343
31-Mar-19	BC Housing	BC Housing BCGEU Admin/Clerical Division	BCGEU Admin/Clerical Division	362	359	\$ 23.046
31-Mar-19	BC Housing	BC Housing BCGEU Maintenance/Service Division	BCGEU Maintenance/Service Division	139	148	\$ 7.741
31-May-15	BC Pavilion Corporation	BC Pavilion Corporation BCGEU	BCGEU	109	725	\$ 6.182
31-Mar-14	BC Transit	BC Transit Unifor	Unifor Local 333 BC	881	887	\$ 45.873
31-Mar-14	BC Transit	BC Transit COPE	COPE Local 378	113	119	\$ 8.435
31-Dec-15	BC Transit	BC Transit CUPE	CUPE Local 4500	11	11	\$ 1.138
31-Mar-14	Community Living BC	CLBC BCGEU	BCGEU	506	649	\$ 35.842
31-Mar-14	Community Living BC	CLBC Nurses (BCNU, UPN)	BCNU, UPN	15	16	\$ 1.375
31-Mar-15	Legal Services Society	Legal Services Society BCGEU	BCGEU	107	120	\$ 6.848
30-Sep-14	Legal Services Society	Legal Services Society PEA	PEA	7	7	\$ 0.755
30-Jun-14	BC Oil and Gas Commission	Oil and Gas Commission of BC BCGEU	BCGEU Local 2010	155	155	\$ 12.745
30-Jun-14	BC Oil and Gas Commission	Oil and Gas Commission of BC PEA	PEA	26	26	\$ 2.800
<b>Total</b>				<b>3,004</b>	<b>3,901</b>	<b>\$ 195.122</b>

Taxpayer Supported Crowns (as defined in Public Accounts)						
Expiry Date	Employer	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
<b>Non Union Groups</b>						
31-Mar-14	BC Assessment	BC Assessment Management/Exempt		89	95	\$ 10.575
31-Dec-13	BC Assessment	BC Assessment Excluded Clerical		10	10	\$ 0.594
31-Mar-13	BC Games Society	BC Games Society		9	9	\$ 0.667
31-Mar-14	BC Housing	BC Housing Management/Union Exempt		188	185	\$ 18.784
31-Mar-14	BC Innovation Council	BC Innovation Council		11	12	\$ 1.028
31-Mar-14	BC Pavilion Corporation	BC Pavilion Corporation Management/Union Exempt		145	133	\$ 13.152
31-Mar-12	BC Securities Commission	BC Securities Commission		240	245	\$ 27.884
31-Mar-14	BC Transit	BC Transit Management/Union Exempt		104	104	\$ 13.528
31-Mar-14	Columbia Basin Trust	Columbia Basin Trust		42	42	\$ 3.902
31-Mar-14	Community Living BC	CLBC Management/Union Exempt		71	72	\$ 7.909
31-Mar-14	Creston Valley Wildlife Management Authority	Creston Valley Wildlife Management Authority Trust Fund		4	5	\$ 0.214
1-Apr-11	First Peoples' Heritage, Language &	First Peoples' Heritage, Language & Culture Council		13	13	\$ 0.863
31-Mar-14	Forestry Innovation Investment	Forestry Innovation Investment: Vancouver		17	17	\$ 1.999
31-Mar-12	Forestry Innovation Investment	Forestry Innovation Investment: Shanghai		14	14	\$ 0.968
31-Mar-14	Forestry Innovation Investment	Forestry Innovation Investment: India		5	5	\$ 0.150
31-Mar-14	Industry Training Authority	Industry Training Authority		67	68	\$ 7.073
31-Mar-14	Knowledge Network	Knowledge Network Corporation		49	50	\$ 4.156
31-Mar-14	Legal Services Society	Legal Services Society Management		17	17	\$ 1.980
31-Mar-15	Legal Services Society	Legal Services Society Union Excluded		6	6	\$ 0.343
31-Mar-14	Legal Services Society	Legal Services Society Executive		5	5	\$ 0.932
30-Jun-14	Oil and Gas Commission	Oil and Gas Commission of BC Management		46	46	\$ 5.748
31-Mar-12	Pacific Carbon Trust	Pacific Carbon Trust		-	-	\$ -
31-Mar-14	Partnerships BC	Partnerships British Columbia		37	37	\$ 4.456
<b>Total</b>				<b>1,189</b>	<b>1,190</b>	<b>\$ 126.905</b>
<b>Taxpayer Supported Crowns Total</b>				<b>4,193</b>	<b>5,091</b>	<b>\$ 322.027</b>

Commercial Crowns (as defined in Public Accounts) <sup>1</sup>						
Expiry Date	Employer	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	BC Hydro	BC Hydro IBEW	IBEW Local 258	1,899	1,899	\$ 240.093
31-Mar-19	BC Hydro	BC Hydro COPE	COPE Local 378	1,731	1,756	\$ 158.717
30-Jun-15	BC Hydro	BC Hydro Columbia Hydro Constructors Ltd. (CHC)	Allied Hydro Council	512	512	\$ 52.718
30-Jun-14	ICBC	ICBC COPE	COPE Local 378	3,846	3,976	\$ 276.038
<b>Total</b>				<b>7,988</b>	<b>8,143</b>	<b>\$ 727.567</b>
<b>Non Union Groups</b>						
31-May-14	BC Hydro	BC Hydro M&P		2,424	2,451	\$ 314.704
31-May-14	BC Hydro	BC Hydro Sr. Executive Management		20	20	\$ 5.427
31-Mar-14	BC Lottery Corporation	BC Lottery Non Union		826	873	\$ 65.223
31-Mar-14	BC Lottery Corporation	BC Lottery Directors and VPs		61	61	\$ 9.333
31-Mar-14	BCR Properties Ltd.	BCR Properties Ltd. Management/Non-Union		19	21	\$ 2.295
31-Mar-14	BCR Properties Ltd.	BCR Properties Ltd. Sr. Executive		2	2	\$ 0.502
31-Mar-14	Columbia Power Corporation	Columbia Power Corporation		42	49	\$ 4.248
31-Dec-13	ICBC	ICBC Executive & VP or Equivalent		70	71	\$ 17.868
31-Dec-14	ICBC	ICBC Management/Union Exempt		1,048	1,053	\$ 124.543
31-Mar-14	Transportation Investment	Transportation Investment Corporation		36	36	\$ 3.603
<b>Total</b>				<b>4,548</b>	<b>4,637</b>	<b>\$ 547.744</b>
<b>Commercial Crowns Total</b>				<b>12,536</b>	<b>12,780</b>	<b>\$ 1,275.311</b>

<sup>1</sup> Two additional crowns are listed in this section of the Public Accounts: BC Liquor Distribution Branch and Provincial Capital Commission. Both are covered by the Public Service BCGEU Master agreement so have been included in the Public Service Sector

Other Crowns (not in the Public Accounts)						
Expiry Date	Employer	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	BC Pension Corp	BC Pension Corporation BCGEU	BCGEU <sup>2</sup>	406	446	\$ 27.593
31-Mar-14	WorkSafe BC	WorkSafe BC CEU	CEU	2,245	2,521	\$ 216.851
31-Mar-14	WorkSafe BC	WorkSafe BC Salary Medical Advisors (BCMA)	Salaried Medical Advisors (BCMA)	21	28	\$ 4.864
<b>Total</b>				<b>2,672</b>	<b>2,995</b>	<b>\$ 249.307</b>
<b>Non Union Groups</b>						
31-Mar-14	BC Pension Corp	BC Pension Corporation Management/Exempt		62	67	\$ 7.374
31-Mar-19	BC Pension Corp	BC Pension Corporation Legal Counsel		1	1	\$ 0.192
31-Mar-14	BC Utilities Commission	BC Utilities Commission		36	43	\$ 3.971
31-Mar-14	WorkSafe BC	WorkSafe BC Management		472	497	\$ 67.129
31-Mar-14	WorkSafe BC	WorkSafe BC Exempt Clerical		59	64	\$ 4.732
31-Mar-14	WorkSafe BC	WorkSafe BC VPs		14	14	\$ 4.608
<b>Total</b>				<b>644</b>	<b>686</b>	<b>\$ 88.005</b>
<b>Other Crowns Total</b>				<b>3,316</b>	<b>3,681</b>	<b>\$ 337.312</b>

<sup>2</sup> Staff are part of the Public Service BCGEU Master, but the crown is not included in the Public Accounts, so has not been included in the Public Service Sector

<sup>3</sup> Mar 31 2011 & Mar 31 2015 may open agreement to amend terms (covered by same TB Order that ties Public Service Legal Counsel to Crown Counsel)

# ESTIMATED EDUCATION (K-12) DATA FOR 2014 - 2015

as of October 31, 2014

Education (K-12) Summary Table				
FTEs	% of Sector	Sub-Sectors	Headcount	Estimated Comp. Base (\$millions)
33,980	56.1%	Teachers	42,809	\$ 3,120.144
22,264	36.7%	Support Staff	34,098	\$ 1,154.264
4,148	6.8%	K-12 Mangement/Union Exempt	5,163	\$ 476.349
195	0.3%	Professional Staff	278	\$ 15.099
<b>60,587</b>	<b>100%</b>	<b>Sector Totals</b>	<b>82,348</b>	<b>\$ 4,765.855</b>

Education (K-12) Sector Unionized Breakdown				
FTEs	% of Union FTEs	Unions	Headcount	Estimated Comp. Base (\$millions)
33,980	60.2%	BCTF	42,809	\$ 3,120.144
19,682	34.9%	CUPE	30,233	\$ 1,025.938
1,023	1.8%	IUOE	1,610	\$ 50.647
856	1.5%	Teamsters	1,186	\$ 36.637
239	0.4%	WVMEA	415	\$ 12.373
142	0.3%	VTF - Adult Ed	215	\$ 10.402
125	0.2%	Trades Council	177	\$ 13.068
119	0.2%	CMAW	154	\$ 4.235
92	0.2%	USW	143	\$ 6.168
89	0.2%	BCGEU	124	\$ 4.007
40	0.1%	NTSA	56	\$ 1.191
28	0.0%	PEA	33	\$ 2.528
26	0.0%	ASA	30	\$ 2.169
<b>56,439</b>	<b>100%</b>	<b>Union Totals</b>	<b>77,185</b>	<b>\$ 4,289.506</b>

Teachers						
FTEs	% of Union FTEs	Employer	Union	Expiry Date	Headcount	Estimated Comp. Base (\$millions)
33,980	100%	60 School Districts	BCTF	30-Jun-19	42,809	\$ 3,120.144
<b>33,980</b>	<b>100%</b>	<b>Total</b>			<b>42,809</b>	<b>\$ 3,120.144</b>

Support Staff						
FTEs <sup>1</sup>	% of Union FTEs	Employer	Union	Expiry Date	Headcount	Estimated Comp. Base (\$millions)
15,695	70.5%	47 School District Agreements	CUPE	30-Jun-19	23,809	\$ 808.552
3,986	17.9%	10 School District Agreements	CUPE	30-Jun-14	6,424	\$ 217.386
1,023	4.6%	3 School Districts: 27, 39, 52	IUOE	30-Jun-19	1,610	\$ 50.647
712	3.2%	School District 34	Teamsters	30-Jun-14	986	\$ 31.216
239	1.1%	School District 45	WVMEA	30-Jun-19	415	\$ 12.373
144	0.6%	School District 59	Teamsters	30-Jun-14	200	\$ 5.421
125	0.6%	School District 39	Trades Council	30-Jun-14	177	\$ 13.068
119	0.5%	School District 78	CMAW	30-Jun-19	154	\$ 4.235
92	0.4%	School District 79	USW	30-Jun-19	143	\$ 6.168
89	0.4%	2 School Districts: 59, 81	BCGEU	30-Jun-19	124	\$ 4.007
40	0.2%	School District 49	NTSA	30-Jun-14	56	\$ 1.191
<b>22,264</b>	<b>100%</b>	<b>Total</b>			<b>34,098</b>	<b>\$ 1,154.264</b>

<sup>1</sup> SDs all calculate differently so BCPSEA came up with way to pro-rate using EDAS data

Professional Staff							
FTEs	% of Union FTEs	Employer	Union	Expiry Date	Headcount	Estimated Comp. Base (\$millions)	
142	72.6%	SD 39 Vancouver	VTF - Adult Ed	30-Jun-13	215	\$	10.402
28	14.1%	SD 57 Prince George	PEA	30-Jun-14	33	\$	2.528
26	13.3%	SD 61 Victoria	ASA	30-Jun-10	30	\$	2.169
<b>195</b>	<b>100%</b>	<b>Total</b>			<b>278</b>	<b>\$</b>	<b>15.099</b>

# ESTIMATED HEALTH SECTOR DATA FOR 2014 - 2015

as of October 31, 2014

Health Sector Summary Table				
FTEs	% of Sector	Sub-Sectors	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
30,281	32.2%	Nurses	42,070	\$ 3,130.590
30,050	31.9%	Facilities	43,642	\$ 1,896.998
17,490	18.6%	Non HEABC Agencies <sup>2</sup>	25,151	\$ 911.013
12,643	13.4%	Health Science Professionals	16,592	\$ 1,166.380
9,856	10.5%	Community Health	15,082	\$ 554.523
9,382	10.0%	Mgmt & Exempt Staff <sup>2</sup>	10,671	\$ 970.179
10,315	11.0%	Dr's Services	10,346	\$ 3,834.620
2,173	2.3%	Barg Unit Equivalents <sup>2</sup>	3,981	\$ 138.226
1,125	1.2%	Resident Physicians (PAR-BC)	1,184	\$ 83.528
619	0.7%	BC Association of Optometrists	619	\$ 42.729
217	0.2%	BC Dental Association	217	\$ 8.437
205	0.2%	Midwives	250	\$ 30.340
4	0.0%	Osteopaths	4	\$ 0.690
<b>94,079</b>	<b>100%</b>	<b>Sector Totals</b>	<b>127,739</b>	<b>\$ 9,637.664</b>

<sup>1</sup> Compensation base has been calculated for some unions based on number of FTEs as data is not always available on a per union basis.

<sup>2</sup> Includes Community Health, Facilities, Acute Care, Health Authorities management, and management of agencies not amalgamated with Health Authorities (non-profit as well as for-profit), such as Beckley Farm Lodge in Victoria

Data Source: 2013 CBS aged to July, 2014 plus updates provided by HEABC and MoH

## Union Distribution for Province-Wide Bargaining Groups

Community Health				
FTEs	% of Union FTEs	Union	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
6,212	63.0%	BCGEU	9,114	\$ 349.512
1,581	16.0%	UFCW	2,364	\$ 88.976
1,335	13.5%	HEU	2,341	\$ 75.084
371	3.8%	CUPE	636	\$ 20.883
349	3.5%	HSA	586	\$ 19.619
8	0.1%	CLAC	17	\$ 0.427
0	0.0%	PEA	18	\$ 0.004
0	0.0%	USW	4	\$ 0.001
0	0.0%	BCNU	2	\$ 0.018
<b>9,856</b>	<b>100%</b>	<b>Total</b>	<b>15,082</b>	<b>\$ 554.523</b>

Health Sciences Professionals				
FTEs	% of Union FTEs	Union	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
10,706	84.7%	HSA	13,907	\$ 987.648
1,441	11.4%	BCGEU	1,967	\$ 132.978
387	3.1%	CUPE	532	\$ 35.671
65	0.5%	PEA	120	\$ 6.040
44	0.3%	HEU	67	\$ 4.042
<b>12,643</b>	<b>100%</b>	<b>Total</b>	<b>16,592</b>	<b>\$ 1,166.380</b>

Estimated Health Sector Unionized Breakdown				
FTEs	% of Union FTEs	Unions	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
26,830	39.2%	BCNU	36,061	\$ 2,773.639
29,034	42.4%	HEU	42,860	\$ 1,886.381
11,588	16.9%	HSA	15,348	\$ 1,062.422
10,315	15.1%	Doctors of BC	10,346	\$ 3,834.620
9,268	13.5%	BCGEU	14,238	\$ 593.099
3,501	5.1%	CUPE	4,890	\$ 255.696
1,659	2.4%	UFCW	2,518	\$ 97.008
1,125	1.6%	PAR-BC	1,184	\$ 83.528
619	0.9%	BCAO	619	\$ 42.729
440	0.6%	UPN	670	\$ 45.439
356	0.5%	IUOE	551	\$ 23.209
217	0.3%	BCDA	217	\$ 8.437
205	0.3%	MABC	250	\$ 30.340
73	0.1%	PPWC	83	\$ 4.530
66	0.1%	PEA	138	\$ 6.045
9	0.0%	CLAC	18	\$ 0.529
8	0.0%	USW	12	\$ 0.494
4	0.0%	Osteopaths	4	\$ 0.690
<b>68,485</b>	<b>100%</b>	<b>Union Totals</b>	<b>93,945</b>	<b>\$ 7,975.196</b>

Facilities				
FTEs	% of Union FTEs	Union	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
25,540	85.0%	HEU	36,708	\$ 1,588.553
2,728	9.1%	CUPE	3,689	\$ 197.616
1,367	4.5%	BCGEU	2,629	\$ 85.041
329	1.1%	IUOE	507	\$ 20.478
73	0.2%	PPWC	83	\$ 4.530
8	0.0%	USW	8	\$ 0.493
5	0.0%	BCNU	19	\$ 0.286
<b>30,050</b>	<b>100%</b>	<b>Total</b>	<b>43,642</b>	<b>\$ 1,896.998</b>

Nurses				
FTEs	% of Union FTEs	Union	Headcount	Estimated Comp. Base (\$millions) <sup>1</sup>
26,825	88.7%	BCNU	36,041	\$ 2,773.335
2,115	7.0%	HEU	3,744	\$ 218.702
533	1.8%	HSA	855	\$ 55.155
440	1.5%	UPN	670	\$ 45.439
247	0.8%	BCGEU	528	\$ 25.569
78	0.3%	UFCW	154	\$ 8.032
26	0.1%	IUOE	44	\$ 2.731
15	0.0%	CUPE	33	\$ 1.526
1	0.0%	CLAC	2	\$ 0.102
<b>30,281</b>	<b>100%</b>	<b>Total</b>	<b>42,070</b>	<b>\$ 3,130.590</b>

# ESTIMATED PUBLIC SERVICE DATA FOR 2014 - 2015

as of October 31, 2014

Public Service Summary Table				
FTEs	% of Sector	Bargaining Tables and Compensation Groups	Headcount	Estimated Comp. Base (\$millions)
21,366	72.4%	BCGEU Master	24,520	\$ 1,530.982
5,870	19.9%	Management/Excluded	6,015	\$ 615.897
1,138	3.9%	PEA Master	1,186	\$ 107.929
722	2.4%	Crown and Legal Counsel	786	\$ 131.037
151	0.5%	Judges (incl. Masters of the BC Supreme Court, Officers of the Leg)	178	\$ 43.910
132	0.4%	Public Service Nurses	172	\$ 12.591
84	0.3%	Non Public Service Act Staff & OICs	87	\$ 12.062
47	0.2%	Queen's Printer	49	\$ 3.437
11	0.0%	Judicial Justices of the Peace	12	\$ 1.422
<b>29,521</b>	<b>100%</b>	<b>Total</b>	<b>33,005</b>	<b>\$ 2,459.267</b>

Estimated Public Service Unionized Breakdown				
FTEs	% of Union FTEs	Union	Headcount	Estimated Comp. Base (\$millions)
21,366	91.7%	BCGEU	24,520	\$ 1,530.982
1,138	4.9%	PEA	1,186	\$ 107.929
467	2.0%	BC Crown Counsel Association	509	\$ 84.724
142	0.6%	Justice Compensation Committee	168	\$ 39.390
80	0.3%	UPN	105	\$ 7.673
52	0.2%	BCNU	67	\$ 4.918
47	0.2%	Queen's Printer Unifor	49	\$ 3.437
<b>23,292</b>	<b>100%</b>	<b>Total</b>	<b>26,604</b>	<b>1,779.052</b>

## Collective Agreements that run between Employers

BCGEU Master						
FTEs	% of Union FTEs	Employer	Expiry Date	Headcount	Estimated Comp. Base (\$millions)	
18,595	87.0%	Public Service	31-Mar-19	20,893	\$	1,373.701
2,698	12.6%	Liquor Distribution Branch	31-Mar-19	3,554	\$	153.676
73	0.3%	Health Shared Services BC	31-Mar-19	73	\$	3.605
21,366	100%	Total		24,520	\$	1,530.982

Public Service Nurses <sup>1</sup>						
FTEs	% of Union FTEs	Employer	Expiry Date	Headcount	Estimated Comp. Base (\$millions)	
96	72.7%	Public Service	31-Mar-14	136	\$	9.471
36	27.3%	Health Shared Services BC	31-Mar-14	36	\$	3.120
132	100%	Total		172	\$	12.591

<sup>1</sup> Estimated distribution by Union:

80	60.9%	UPN	105	\$ 7.673
52	39.1%	BCNU	67	\$ 4.918



## Reporting Groups by Employer

Public Service							
FTEs	% of Union FTEs	Reporting Group	Union	Expiry Date	Headcount	Estimated Comp. Base (\$millions)	
18,595	90.8%	BCGEU Master	BCGEU	31-Mar-19	20,893	\$ 1,373.701	
1,138	5.6%	PEA Master	PEA	31-Mar-14	1,186	\$ 107.929	
467	2.3%	Crown Counsel <sup>1</sup>	BC Crown Counsel Association	31-Mar-19	509	\$ 84.724	
131	0.6%	Judges	Justice Compensation Committee	31-Mar-17	156	\$ 37.967	
96	0.5%	Public Service Nurses	Nurses Bargaining Association	31-Mar-14	136	\$ 9.471	
47	0.2%	Queen's Printer	Queen's Printer Unifor	30-Jun-14	49	\$ 3.437	
11	0.1%	Judicial Justices of the Peace <sup>2, 3</sup>	Justice Compensation Committee	31-Mar-17	12	\$ 1.422	
<b>20,485</b>	<b>100%</b>	<b>Total</b>			<b>22,941</b>	<b>\$ 1,618.651</b>	
Non Union Groups							
5,698	94.1%	Management/Excluded <sup>4</sup>		31-Mar-19	5,851	\$ 599.936	
255	4.2%	Legal Counsel <sup>5</sup>		31-Mar-19	277	\$ 46.313	
84	1.4%	Non Public Service Act Staff & OICs		31-Mar-14	87	\$ 12.062	
20	0.3%	Masters of the BC Supreme Court, Officers of the Legislature <sup>6</sup>		31-Mar-17	22	\$ 5.942	
<b>6,057</b>	<b>100%</b>	<b>Total</b>			<b>6,237</b>	<b>\$ 664.254</b>	
<b>26,542</b>		<b>Employer Total</b>			<b>29,178</b>	<b>\$ 2,282.905</b>	

Liquor Distribution Branch							
FTEs	% of Union FTEs	Reporting Group	Union	Expiry Date	Headcount	Estimated Comp. Base (\$millions)	
2,698	94.0%	BCGEU Master	BCGEU	31-Mar-19	3,554	\$ 153.676	
172	6.0%	Management/Excluded		31-Mar-14	164	\$ 15.961	
<b>2,870</b>	<b>100%</b>	<b>Employer Total</b>			<b>3,718</b>	<b>\$ 169.637</b>	

Health Shared Services BC							
FTEs	% of Union FTEs	Reporting Group	Union	Expiry Date	Headcount	Estimated Comp. Base (\$millions)	
73	67.0%	BCGEU Master	BCGEU	31-Mar-19	73	\$ 3.605	
36	33.0%	Public Service Nurses	BCNU, UPN	31-Mar-14	36	\$ 3.120	
<b>109</b>	<b>100%</b>	<b>Employer Total</b>			<b>109</b>	<b>\$ 6.725</b>	

<sup>1</sup> Mar 31 2011 & Mar 31 2015 may open agreement to amend terms. Will receive 1.27% GWI each year plus a "me too" to Judges. Settled Mar 31 2011 re-opener Sept 2011

<sup>2</sup> Justice Compensation Commission (JCC) sets compensation and benefits every three years

<sup>3</sup> There are an additional 18 contractors/per diem JJs. While not employees, per diem rates are subject to determination by the JCC

<sup>4</sup> Includes 6 Salaried Physicians with "me too" to BCMA salary schedule while their benefits and pension are tied to Public Service plans

<sup>5</sup> Tied to BC Crown Counsel Association compensation increases

<sup>6</sup> Covered by the Judicial Compensation Commission's ruling for Judges

## ESTIMATED UNIVERSITY SECTOR DATA FOR 2014 - 2015

as of October 31, 2014

Universities Summary by Institution				
FTEs	% of Sector	Institutions	Headcount	Estimated Comp. Base (\$millions)
14,547	59.2%	University of BC	16,783	\$ 1,160.311
4,110	16.7%	Simon Fraser University	5,361	\$ 343.615
3,290	13.4%	University of Victoria	6,706	\$ 285.277
1,343	5.5%	Thompson Rivers University	2,435	\$ 108.990
797	3.2%	University of Northern BC	1,152	\$ 58.675
484	2.0%	Royal Roads University	938	\$ 38.118
<b>24,571</b>	<b>100%</b>	<b>Totals</b>	<b>33,375</b>	<b>\$ 1,994.986</b>

Estimated Universities Unionized Distribution				
FTEs	% of Union FTEs	Union / Association	Headcount	Estimated Comp. Base (\$millions)
8,239	39.1%	CUPE	13,138	\$ 371.629
3,601	17.1%	AAPS	3,745	\$ 317.453
3,119	14.8%	UBC Faculty Association	3,930	\$ 450.124
1,185	5.6%	SFU Faculty Association	1,256	\$ 155.212
959	4.6%	APSA	996	\$ 92.215
847	4.0%	UVIC Faculty Association	886	\$ 114.897
822	3.9%	PEA	865	\$ 64.945
594	2.8%	FPSE - TRU Faculty Association	1,033	\$ 56.474
554	2.6%	BCGEU Non Faculty Staff	841	\$ 19.142
504	2.4%	TSSU	1,569	\$ 25.028
314	1.5%	UNBC Faculty Association	405	\$ 30.544
118	0.6%	Poly Party	124	\$ 7.572
81	0.4%	TRUOLFA	240	\$ 5.827
68	0.3%	IUOE	68	\$ 5.856
66	0.3%	RRU Faculty Association	67	\$ 7.876
<b>21,070</b>	<b>100%</b>	<b>Totals</b>	<b>29,163</b>	<b>\$ 1,724.796</b>

### Summary by Sub-Sector

Universities Summary by Sub-Sector				
FTEs	% of Union FTEs	Sub-Sectors	Headcount	Estimated Comp. Base (\$millions)
15,200	61.9%	Non-Faculty	21,891	\$ 918.407
7,722	31.4%	Faculty	9,826	\$ 945.078
1,649	6.7%	Management/Excluded	1,658	\$ 131.501
<b>24,571</b>	<b>100%</b>	<b>Totals</b>	<b>33,375</b>	<b>\$ 1,994.986</b>

Universities Management/Excluded Summary Table			
FTEs	% of Union FTEs	Headcount	Estimated Comp. Base (\$millions)
<b>1,649</b>		<b>Management/Excluded Staff</b>	<b>1,658 \$ 131.501</b>

Universities Non Faculty Summary Table				
FTEs	% of Union FTEs	Union / Association	Headcount	Estimated Comp. Base (\$millions)
8,239	55.4%	CUPE	13,138	\$ 371.629
3,601	24.2%	AAPS	3,745	\$ 317.453
959	6.4%	APSA	996	\$ 92.215
822	5.5%	PEA	865	\$ 64.945
554	3.7%	BCGEU Non Faculty Staff	841	\$ 19.142
504	3.4%	TSSU	1,569	\$ 25.028
118	0.8%	Poly Party	124	\$ 7.572
68	0.5%	IUOE	68	\$ 5.856
<b>14,865</b>	<b>100%</b>	<b>Total</b>	<b>21,346</b>	<b>\$ 903.841</b>
<b>335</b>		<b>Non-Union Non Faculty</b>	<b>545</b>	<b>\$ 14.566</b>
<b>15,200</b>		<b>Non Faculty Total</b>	<b>21,891</b>	<b>\$ 918.407</b>

Universities Faculty Summary Table				
FTEs	% of Union FTEs	Union / Association	Headcount	Estimated Comp. Base (\$millions)
3,119	50.3%	UBC Faculty (UBCFA)	3,930	\$ 450.124
1,185	19.1%	SFU Faculty Association	1,256	\$ 155.212
847	13.7%	UVIC Faculty Association	886	\$ 114.897
594	9.6%	FPSE - TRU Faculty Association	1,033	\$ 56.474
314	5.1%	UNBC Faculty Association	405	\$ 30.544
81	1.3%	TRUOLFA	240	\$ 5.827
66	1.1%	RRU Faculty Association	67	\$ 7.876
<b>6,205</b>	<b>100%</b>	<b>Total</b>	<b>7,817</b>	<b>\$ 820.955</b>
<b>1,517</b>		<b>Non-Union Faculty</b>	<b>2,009</b>	<b>\$ 124.123</b>
<b>7,722</b>		<b>Faculty Total</b>	<b>9,826</b>	<b>\$ 945.078</b>

### Reporting Groups by Institution

University of BC					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
30-Jun-14	UBC AAPS Non Faculty Staff	AAPS	3,601	3,745	\$ 317.453
30-Jun-14	UBC Faculty (UBCFA)	UBC Faculty Association	2,700	2,720	\$ 430.404
31-Mar-14	UBC CUPE 116 Non Faculty Staff	CUPE Local 116 Non Faculty Staff	2,005	2,144	\$ 94.102
31-Mar-14	UBC CUPE 2950 Non Faculty Staff	CUPE Local 2950 Non Faculty Staff	1,402	1,462	\$ 68.985
31-Aug-14	UBC CUPE 2278-1 T.A.s, Tutors, Markers	CUPE Local 2278 - Comp I (TAs)	1,077	1,676	\$ 18.748
30-Jun-14	UBC Faculty (UBCFA-Sessionals)	UBCFA - Sessionals	419	1,210	\$ 19.720
30-Jun-19	UBC Okanagan BCGEU Non Faculty Staff	BCGEU Non Faculty Staff	242	248	\$ 10.366
30-Jun-19	UBC Okanagan BCGEU Teaching Assistants	BCGEU Teaching Assistants	178	268	\$ 2.591
30-Apr-14	UBC BCGEU Childcare	BCGEU Childcare	134	325	\$ 6.185
31-Mar-14	UBC CUPE 2950 Chan Centre	CUPE Local 2950 Chan Centre	73	104	\$ 2.557
31-Mar-14	UBC IUOE Engineers & Firemen (Trades)	IUOE Local 882	68	68	\$ 5.856
31-Dec-14	UBC CUPE 116 Aquatic Centre	CUPE Local 116 - Aquatic Centre	62	185	\$ 1.134
31-Aug-14	UBC 2278-II Language Instructors	CUPE Local 2278 - Comp II (ELI)	58	63	\$ 4.004
<b>Total</b>			<b>12,018</b>	<b>14,218</b>	<b>\$ 982.105</b>
<b>Non Union Groups</b>					
30-Jun-14	UBC Faculty - RAs & Others		1,352	1,423	\$ 96.289
31-Mar-14	UBC Technicians & Research Assistants		905	866	\$ 39.521
30-Jun-14	UBC Faculty - Deans		71	72	\$ 16.306
30-Jun-14	UBC SUDs		65	65	\$ 10.649
30-Jun-14	UBC Excluded M&P		52	53	\$ 5.305
31-Mar-14	UBC Executive Administrative		51	53	\$ 2.581
30-Jun-14	UBC Sr. Executive		26	26	\$ 7.119
31-Mar-14	UBC Farm Workers		6	6	\$ 0.414
30-Apr-14	UBC Non Union Childcare		1	1	\$ 0.022
<b>Total</b>			<b>2,529</b>	<b>2,565</b>	<b>\$ 178.206</b>
<b>Employer Total</b>			<b>14,547</b>	<b>16,783</b>	<b>\$ 1,160.311</b>

UNBC					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
30-Jun-14	UNBC Faculty (UNBCFA)	UNBC Faculty Association	314	405	\$ 30.544
30-Jun-14	UNBC CUPE Non Faculty Staff	CUPE Local 3799	311	382	\$ 19.784
<b>Total</b>			<b>625</b>	<b>787</b>	<b>\$ 50.327</b>
<b>Non Union Groups</b>					
30-Jun-14	UNBC Teaching/Student Assistants		110	300	\$ 1.067
30-Jun-10	UNBC Exempt		43	46	\$ 3.777
30-Jun-14	UNBC Directors		12	12	\$ 1.716
30-Jun-14	UNBC Executive		7	7	\$ 1.788
<b>Total</b>			<b>172</b>	<b>365</b>	<b>\$ 8.348</b>
<b>Employer Total</b>			<b>797</b>	<b>1,152</b>	<b>\$ 58.675</b>

Royal Roads University					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	RRU Faculty (RRUFA)	RRU Faculty Association	66	67	\$ 7.876
31-May-14	RRU CUPE Facilities & Grounds Workers	CUPE Local 3886	55	68	\$ 2.939
<b>Total</b>			<b>121</b>	<b>135</b>	<b>\$ 10.815</b>
<b>Non Union Groups</b>					
31-Mar-14	RRU Non Union Staff		224	244	\$ 13.477
31-Mar-12	RRU Management/Union Exempt		77	77	\$ 8.332
31-Mar-14	RRU Associate Faculty		62	482	\$ 5.495
<b>Total</b>			<b>363</b>	<b>803</b>	<b>\$ 27.303</b>
<b>Employer Total</b>			<b>484</b>	<b>938</b>	<b>\$ 38.118</b>

Simon Fraser University					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	SFU CUPE Non Faculty Staff	CUPE Local 3338	1,268	1,340	\$ 50.540
30-Jun-14	SFU Faculty (SFUFA)	SFU Faculty Association	1,185	1,256	\$ 155.212
30-Jun-14	SFU APSA Admin & Professional Services	APSA	959	996	\$ 92.215
30-Apr-14	SFU TSSU Teacher Support	TSSU	504	1,569	\$ 25.028
31-Mar-14	SFU Poly Party Non Faculty Staff	Poly Party	118	124	\$ 7.572
<b>Total</b>			<b>4,034</b>	<b>5,285</b>	<b>\$ 330.568</b>
<b>Non Union Groups</b>					
31-Mar-14	SFU Excluded Managers and Staff		51	51	\$ 6.899
31-Mar-14	SFU Executive		25	25	\$ 6.148
<b>Total</b>			<b>76</b>	<b>76</b>	<b>\$ 13.047</b>
<b>Employer Total</b>			<b>4,110</b>	<b>5,361</b>	<b>\$ 343.615</b>

Thompson Rivers University					
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)
31-Mar-14	TRU FPSE-TRUFA Faculty	FPSE - TRU Faculty Association	594	1,033	\$ 56.474
31-Mar-14	TRU CUPE Non Faculty Staff	CUPE Local 4879	485	939	\$ 27.285
31-Mar-14	TRU OLFA Faculty	TRUOLFA	81	240	\$ 5.827
<b>Total</b>			<b>1,160</b>	<b>2,212</b>	<b>\$ 89.586</b>
<b>Non Union Groups</b>					
31-Mar-12	TRU Management/Union Exempt		183	223	\$ 19.404
<b>Employer Total</b>			<b>1,343</b>	<b>2,435</b>	<b>\$ 108.990</b>

University of Victoria						
Expiry Date	Reporting Group	Union	FTEs	Headcount	Estimated Comp. Base (\$millions)	
30-Jun-14	UVic Faculty (UVICFA)	UVIC Faculty Association	847	886	\$	114.897
30-Jun-19	UVic PEA Admin & Academic Professional Staff	PEA	822	865	\$	64.945
31-Mar-14	UVic CUPE 951 Office, Technical, Support & Maintenance	CUPE Local 951	694	1,027	\$	37.961
31-Mar-14	UVic CUPE 917 Housing, Food, Conference, Outside & Trades	CUPE Local 917	406	1,084	\$	22.382
31-Aug-14	UVic CUPE 4163 I & II TAs, Computing staff & English as a 2nd Language Instructors	CUPE Local 4163, Components I & II	184	1,892	\$	10.116
30-Apr-14	UVic CUPE 4163 III Sessional Instructors	CUPE Local 4163, Component III	160	772	\$	11.092
<b>Total</b>			<b>3,113</b>	<b>6,526</b>	<b>\$</b>	<b>261.394</b>
<b>Non Union Groups</b>						
31-Mar-14	UVic Confidential Exempt Support Staff		31	32	\$	2.034
30-Jun-12	UVic Excluded Faculty		32	32	\$	6.033
30-Jun-14	UVic Executive		17	17	\$	4.172
30-Jun-12	UVic Management/Union Exempt		98	99	\$	11.643
<b>Total</b>			<b>177</b>	<b>180</b>	<b>\$</b>	<b>23.883</b>
<b>Employer Total</b>			<b>3,290</b>	<b>6,706</b>	<b>\$</b>	<b>285.277</b>

**SUMMARY: PUBLIC SECTOR UNIONS**  
as of October 31, 2014

ROLL UP				
FTEs	% of Union FTEs	Unions	Headcount	Compensation Base (\$millions)
42,440	18.4%	BCGEU	57,634	\$ 2,778.29
35,032	15.2%	CUPE	54,351	\$ 1,862.24
33,980	14.7%	BCTF	42,809	\$ 3,120.14
29,652	12.9%	HEU	43,815	\$ 1,916.55
27,035	11.7%	BCNU	36,357	\$ 2,786.91
12,141	5.3%	HSA	16,215	\$ 1,083.23
10,336	4.5%	BCMA	10,374	\$ 3,839.48
5,941	2.6%	COPE	6,281	\$ 458.93
5,612	2.4%	FPSE	9,809	\$ 549.14
3,601	1.6%	AAPS	3,745	\$ 317.45
3,119	1.4%	UBC Faculty Association	3,930	\$ 450.12
2,245	1.0%	CEU	2,521	\$ 216.85
2,086	0.9%	PEA	2,255	\$ 185.00
1,899	0.8%	IBEW	1,899	\$ 240.09
1,659	0.7%	UFCW	2,518	\$ 97.01
1,447	0.6%	IUOE	2,229	\$ 79.71
1,185	0.5%	SFU Faculty Association	1,256	\$ 155.21
1,125	0.5%	PAR-BC	1,184	\$ 83.53
1,108	0.5%	BCIT Faculty & Staff Assoc.	2,425	\$ 97.88
959	0.4%	APSA	996	\$ 92.22
928	0.4%	Unifor	936	\$ 49.31
856	0.4%	Teamsters	1,186	\$ 36.64
847	0.4%	UVic Faculty Association	886	\$ 114.90
619	0.3%	BCAO	619	\$ 42.73
520	0.2%	UPN	774	\$ 53.11
512	0.2%	Allied Hydro Council (AHC)	512	\$ 52.72
504	0.2%	TSSU	1,569	\$ 25.03
467	0.2%	BC Crown Counsel Association	509	\$ 84.72
404	0.2%	CLAC	628	\$ 20.22
314	0.1%	UNBC Faculty Association	405	\$ 30.54
239	0.1%	WVMEA	415	\$ 12.37
217	0.1%	BCDA	217	\$ 8.44
205	0.1%	MABC	250	\$ 30.34
193	0.1%	PPWC	137	\$ 4.47
142	0.1%	VTF - Adult Ed	215	\$ 10.40
142	0.1%	Justice Compensation Committee	168	\$ 39.39
125	0.1%	IUB, UBCJA, IBEW, IAMAW, IBPAT, H&F, C.Masons, Sht Mtl Wkr & Plumbers	177	\$ 13.07
119	0.1%	CMAW	154	\$ 4.24
118	0.1%	Poly Party	124	\$ 7.57
110	0.0%	USW	171	\$ 7.05
89	0.0%	CSWU	313	\$ 11.78
81	0.0%	BCOUFA (Tutors)	240	\$ 5.83
66	0.0%	RRU Faculty Association	67	\$ 7.88
40	0.0%	CCNTSA	56	\$ 1.19
26	0.0%	ASA	30	\$ 2.17
4	0.0%	Osteopaths	4	\$ 0.69
<b>230,485</b>	<b>100%</b>	<b>TOTALS</b>	<b>313,365</b>	<b>\$ 21,086.776</b>

Compensation base has been calculated for some unions based on number of FTEs as data is not always available on a per union basis.

## Collective Agreement Expiries by Quarter and Headcount

Employer & Bargaining Group	Expired	15-Q1	15-Q2	15-Q4	After 15-Q4
HEABC & Nurses Bargaining Association	42,070				
School Districts and K-12 Support Staff	9,060				
ICBC & COPE Local 378	3,976				
UBC & UBC Faculty Association	3,930				
UBC & Association of Administrative and Professional Staff	3,745				
WorkSafeBC & Compensation Employees Union	2,521				
BCIT & BCIT Faculty & Staff Association	2,425				
UBC & CUPE Local 116 Non Faculty Staff	2,144				
BC Hydro & IBEW Local 258	1,899				
UVic & CUPE Local 4163, Components I & II	1,892				
UBC & CUPE Local 2278 - Comp I (TAs)	1,676				
SFU & Teaching Support Staff Union	1,569				
UBC & CUPE Local 2950 Non Faculty Staff	1,462				
SFU & CUPE Local 3338	1,340				
University of the Fraser Valley & FPSE - UVFVSA	1,312				
SFU & SFU Faculty Association	1,256				
Public Service & PEA	1,186				
UVic & CUPE Local 917	1,084				
TRU & FPSE - TRU Faculty Association	1,033				
UVic & CUPE Local 951	1,027				
Kwantlen Polytechnic University & FPSE - Kwantlen Faculty Association	1,002				
SFU & Administrative & Professional Staff Association	996				
TRU & CUPE Local 4879	939				
BC Transit & Unifor Local 333 BC	887				
UVic & UVIC Faculty Association	886				
Vancouver Community College & FPSE - VCC Faculty Association	866				
BCIT & BCGEU Support Staff	866				
Douglas College & FPSE - Douglas College Faculty Association	794				
Okanagan College & BCGEU	778				
Capilano University & FPSE - CU Faculty Association	772				
UVic & CUPE Local 4163, Component III	772				
Vancouver Island University & FPSE - VIU Faculty Association	736				
Douglas College & BCGEU Local 703	730				
Camosun College & CUPE Local 2081	720				
Vancouver Community College & CUPE Local 4627	688				
BC Assessment & CUPE Local 1767	679				
Camosun College & FPSE - Camosun College Faculty Association	657				
Langara College & CUPE Local 15	645				
Ministry of Health & BC Association of Optometrists	619				
Langara College & FPSE - Langara Faculty Association	587				
College of New Caledonia & FPSE - Faculty Association of CNC	582				
Kwantlen Polytechnic University & BCGEU Local 703	573				
College of New Caledonia & CUPE Local 4951	461				
Community Living BC & BCGEU	447				
Public Service & BCGEU	446				
Capilano University & COPE Local 378	430				
Vancouver Island University & CUPE Local 1858	422				
BCIT & BCGEU Vocational Faculty	408				
UNBC & UNBC Faculty Association	405				
UNBC & CUPE Local 3799	382				
Vancouver Island University & BCGEU Vocational Faculty Local 702	327				
UBC & BCGEU Childcare	325				
Okanagan College & FPSE - OC Faculty Association	323				
North Island College & FPSE - NIC Faculty Association	318				
College of the Rockies & FPSE - COR Faculty Association	268				
Emily Carr University of Art and Design & FPSE - ECUAD Faculty Association	267				
Ministry of Health & Midwives (MABC)	250				
TRU & TRUOLFA	240				
Justice Institute of BC & BCGEU Local 703 Support	234				
Selkirk College & PPWC Local 26	230				
Ministry of Health & BC Dental Association	217				
North Island College & CUPE Local 3479	217				
Northwest Community College & BCGEU Local 712 Support	216				
SD 39 & Vancouver Teacher Federation - Adult Education	215				
SD 59 & Teamsters Local 31	200				
Selkirk College & FPSE - SC Faculty Association	191				
UBC & CUPE Local 116 - Aquatic Centre	185				
Public Service & Public Service Nurses Bargaining Association	172				
Northern Lights College & BCGEU Local 710 Support	165				
College of the Rockies & CUPE Local 2773	157				
Oil and Gas Commission & BCGEU Local 2010	155				
Emily Carr University of Art and Design & CUPE Local 31	155				
SFU & Poly Party	124				
BC Transit & COPE Local 378	119				
UBC & CUPE Local 2950 Chan Centre	104				
Nicola Valley Institute of Technology & FPSE- NVITEA	101				

## Collective Agreement Expiries by Quarter and Headcount

Employer & Bargaining Group	Expired	14-Q3	14-Q4	15-Q1	15-Q2
Northwest Community College & CUPE Local 2409	75				
UBC & International Union of Operating Engineers Local 882	68				
Royal Roads University & CUPE Local 3886	68				
Royal Roads University & RRU Faculty Association	67				
UBC & CUPE Local 2278 - Comp II (ELI)	63				
Public Service & Queen's Printer Unifor	49				
SD 57 & PEA	33				
SD 61 & Allied Specialists' Association	30				
WorkSafeBC & Salaried Medical Advisors (BCMA)	28				
Oil and Gas Commission & PEA	26				
Community Living BC & Union of Psychiatric Nurses and BCNU	16				
Legal Services Society & PEA	7				
Langara College & BCNU	1				
Legal Services Society & BCGEU		120			
Pavilion Corporation of BC & BCGEU			725		
BC Hydro & Allied Hydro Council			512		
BC Transit & CUPE Local 4500				11	
HEABC & Facilities Bargaining Association					43,642
BCPSEA & BCTF					42,809
Public Service & BCGEU					24,520
School Districts and K-12 Support Staff					22,373
HEABC & Health Science Professionals Bargaining Association					16,592
HEABC & Community Health Bargaining Association					15,082
Ministry of Health & BCMA (operating as Doctors of BC)*					10,346
CSSEA & CSSBA (Community Living Services)					9,194
CSSEA & CSSBA (General Services)					5,194
BC Hydro & COPE Local 378					1,756
HEABC & Resident Physicians (PAR-BC)					1,184
UVic & PEA					865
UBC Okanagan & BCGEU Non Faculty Staff					516
Public Service & Non-Bargaining Groups (Judges, JPs, Crown Counsel)*					677
SD 22 & CUPE Local 5523					503
SD 60 & CUPE Local 4653					492
SD 27 & International Union of Operating Engineers Local 959					488
SD 79 & CUPE Local 5101					414
Okanagan College & BCGEU Vocational Faculty Local 707					374
BC Housing & BCGEU Admin/Clerical Division					359
SD 05 & CUPE Local 4165					336
Northwest Community College & BCGEU Vocational Faculty					217
CSSEA & CSSBA (Aboriginal Services)					214
Northern Lights College & BCGEU Local 710 Faculty					203
BC Housing & BCGEU Maintenance/Service Division					148
SD 79 & United Steel Workers					143
Selkirk College & BCGEU Vocational Faculty Local 709					139
Camosun College & BCGEU Vocational Faculty Local 701					134
SD 59 & CUPE Local 4992					89
Ministry of Health & Osteopaths*					4
	112,788	120	1,237	11	199,007

\* Reopener may be exercised before this date

Red have been fully ratified under the 2014 Economic Stability Mandate as of October 31, 2014