



# SMS AGM

Executive Director's Report

November 29, 2022

P|E|A

BC's Union for Professionals





# LAND ACKNOWLEDGEMENT



# PEA BARGAINING CALENDAR

## BARGAINING UNIT

## COLLECTIVE AGREEMENT END DATE

GLP - Government Licensed Professionals

March 31, 2022

FMA - Family Maintenance Agency Lawyers

March 31, 2022

HESU - Hospital Employees' Staff Union

March 31, 2024

HSP - Health Science Professionals

March 31, 2022

LSL - Law Society Lawyers

December 31, 2021

LABC - Legal Aid BC Lawyers

September 30, 2022

OGC - Oil and Gas Commission

March 31, 2022

ORL - Okanagan Regional Librarians

December 31, 2023

SMS - St. Margaret's School

Feb 28, 2023

UVic - University of Victoria Administrative Professionals

June 30, 2022

## BC Public Sector (does not include municipalities)

- 392,000 workers under 182 collective agreements fall under PSEC
- PEA Bargaining Units –UVIC, LABC, OGC, FMA all bargaining
- GLP, LABC and HSP have tentative settlements



# PSEC Mandate

Shared Recovery Mandate applies to all public sector employers whose collective agreements expire on or after December 31, 2021.

## Three-year term

### General wage increases

- Year 1 – a flat increase of \$0.25/hour which provides a greater percentage increase for lower paid employees, plus 3.24%
- Year 2 – 5.5% plus a potential Cost of Living Adjustment to a maximum of 6.75%
- Year 3 – 2% plus a potential Cost of Living Adjustment to a maximum of 3%

**A negotiable Flexibility Allocation** of up to 0.25% in years 1 and 2 to support mutually beneficial outcomes for both parties.

**Non-wage impacted benefits “wobble room”**

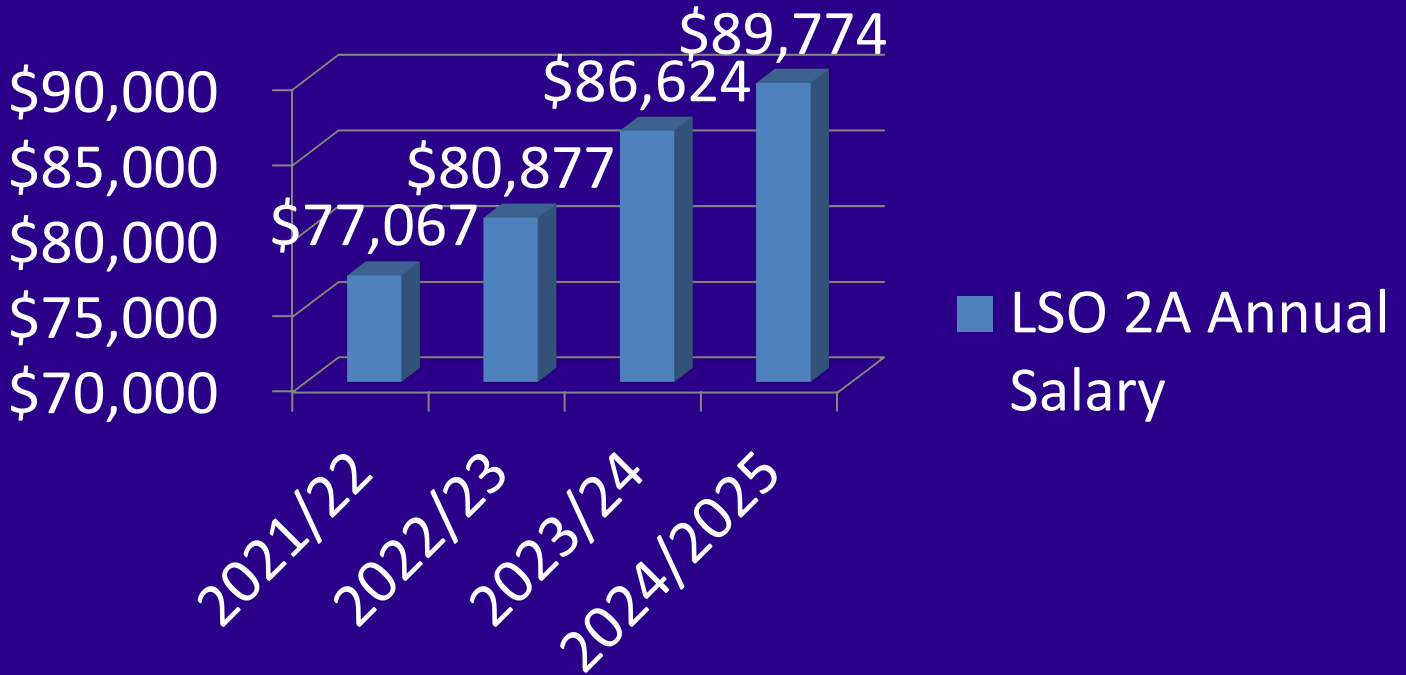
# Inflation

Year	2021	2022	2023	2024	2025	2026
BC CPI actual or projected	2.8%	7.3%	4%	2.3%	2.3%	2.3%

Projections – Conference Board of Canada and TD Bank

Bank of Canada aims for CPI at 2 per cent in a range of 1 to 3 per cent.

# GLP LSO 2A step 7 Annual Salary - Max COLA



# Public Sector Bargaining So Whats?

- Tentative agreements do not achieve full COLA protection – inflation appears to be slowing but not under control
- Increases in settlements are precedent setting – likely to impact other public and private sector bargaining in BC and elsewhere
- HEU and GEU ratification votes have likely set a pattern that will be very difficult to improve on (BCTF, CUPE, etc. have tentative settlements)