

FI Annual Rates of Pay : Internal Comparators



Methodology

1. The short form “ARP” stands for Annual Rate of Pay.
2. The highest increment level was used as the ARP of the following groups : FI, PE, CO, EC, AU and CR.
3. Internal comparators and levels are based on the Employer’s List of EX Feeder Groups.

Recent Wage Trends

PE GROUP - MARCH 24, 2011 APPROVAL DATE (2011 TO 2013) :

- 1.5% pay adjustment retroactive to October 1, 2011
- 1.5% pay adjustment retroactive to October 1, 2012
- 1.5% pay adjustment effective October 1, 2013

EC GROUP - JUNE 2012 ARBITRAL AWARD (2011 TO 2013):

- 1.75% pay adjustment, retroactive to June 22, 2011
- 1.5% pay adjustment, retroactive to June 22, 2012
- 3.45% increment added to the top of each of the eight EC pay lines, effective June 22, 2013
- 2.0% pay adjustment, also effective June 22, 2013

Recent Wage Trends

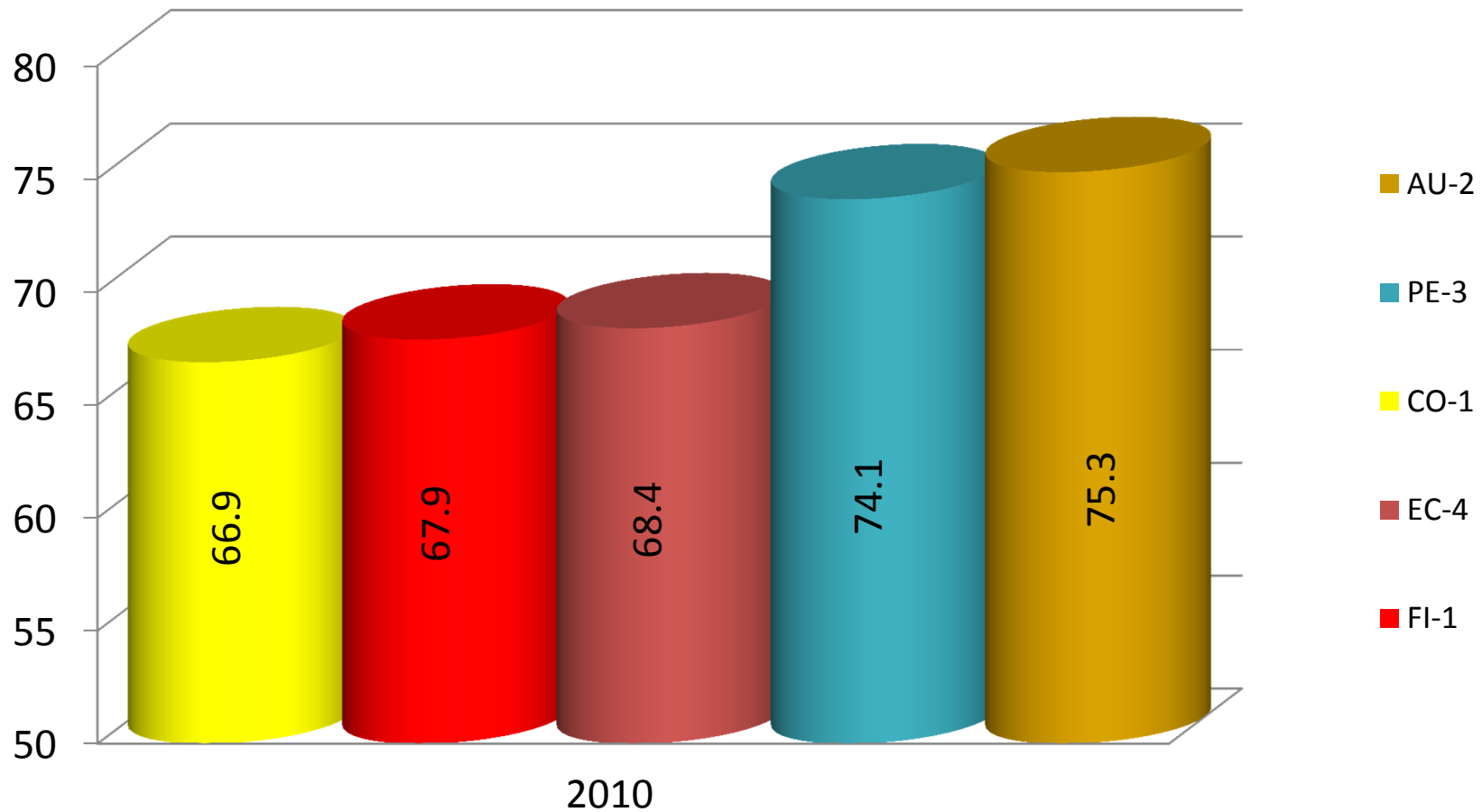
LA GROUP – JUNE 2012 AGREEMENT (2011 TO 2013) :

- 1.75% pay adjustment, retroactive to May 10, 2011
- 1.5% pay adjustment, retroactive to May 10, 2012
- 2.0% pay adjustment effective May 10, 2013
- 10% pay restructure effective May 10, 2013

CO and AU Groups – October 1st, 2012 Agreement (2011 to 2013) :

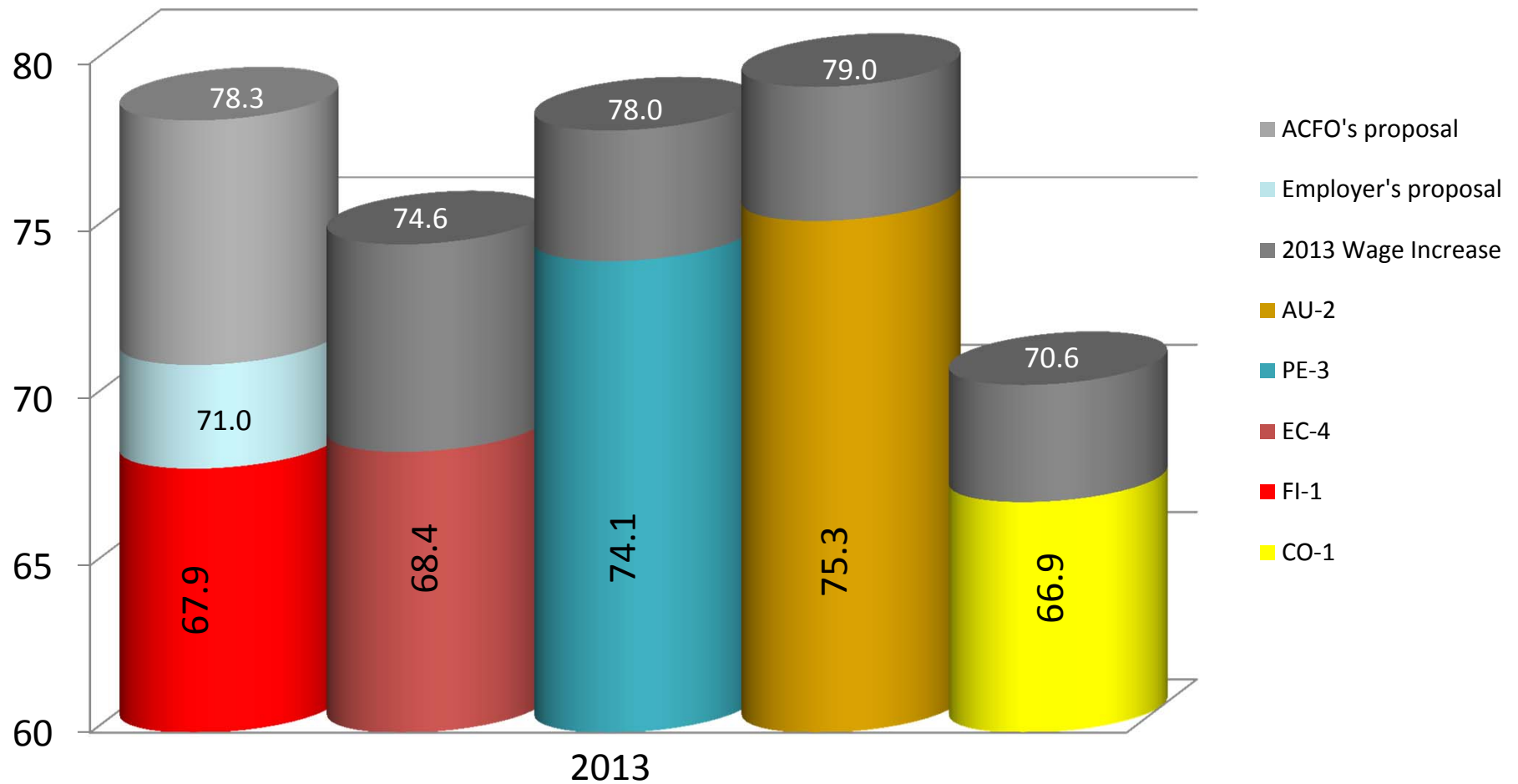
- 1.75% pay adjustment, retroactive to June 22, 2011
- 1.5% pay adjustment, retroactive to June 22, 2012
- 2.0% pay adjustment, retroactive to June 22, 2013

FI-1 Comparison 2010 (ARP - \$000s CAD)

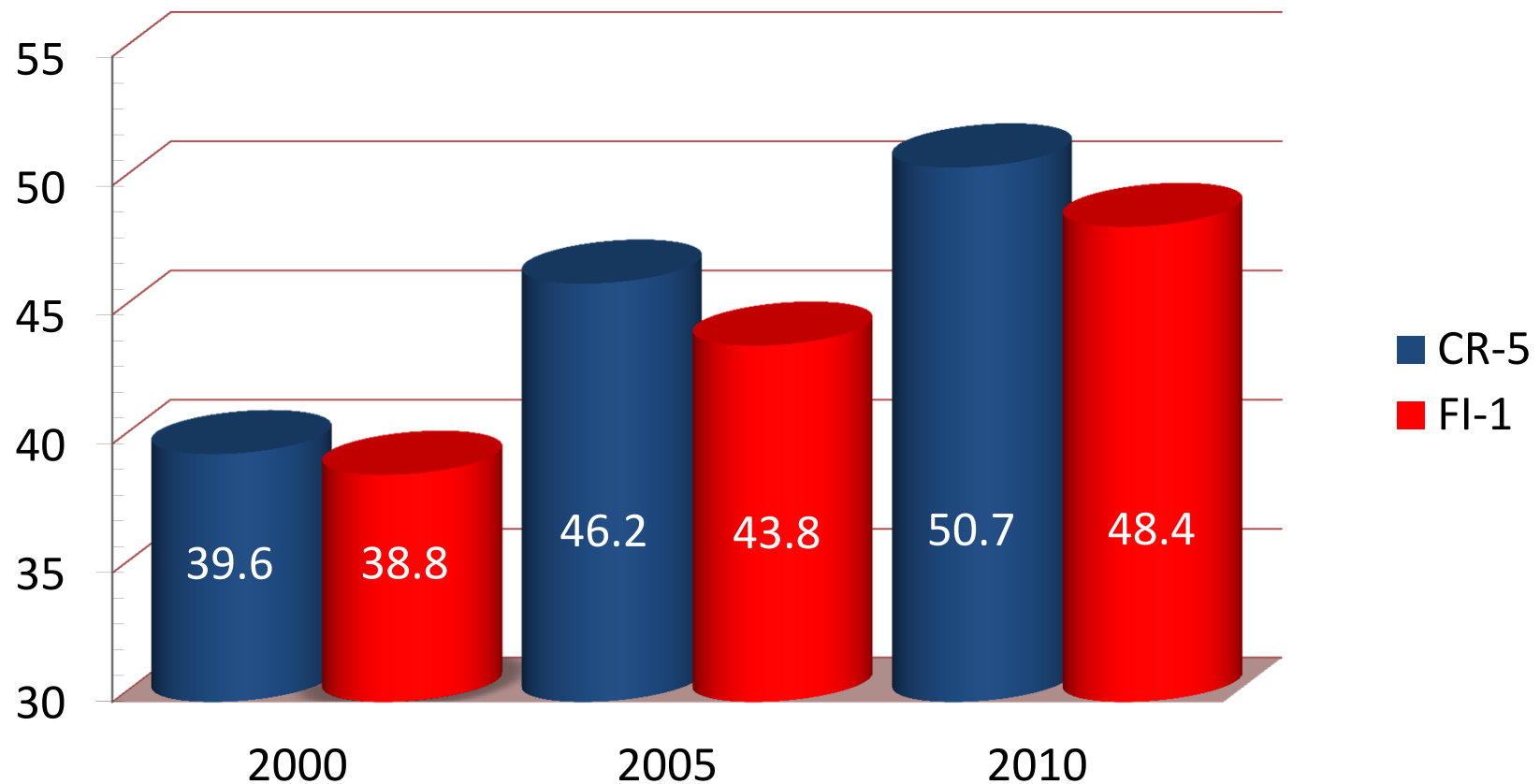


FI-1 Comparison - 2013

Wage Increases (ARP - \$000s CAD)

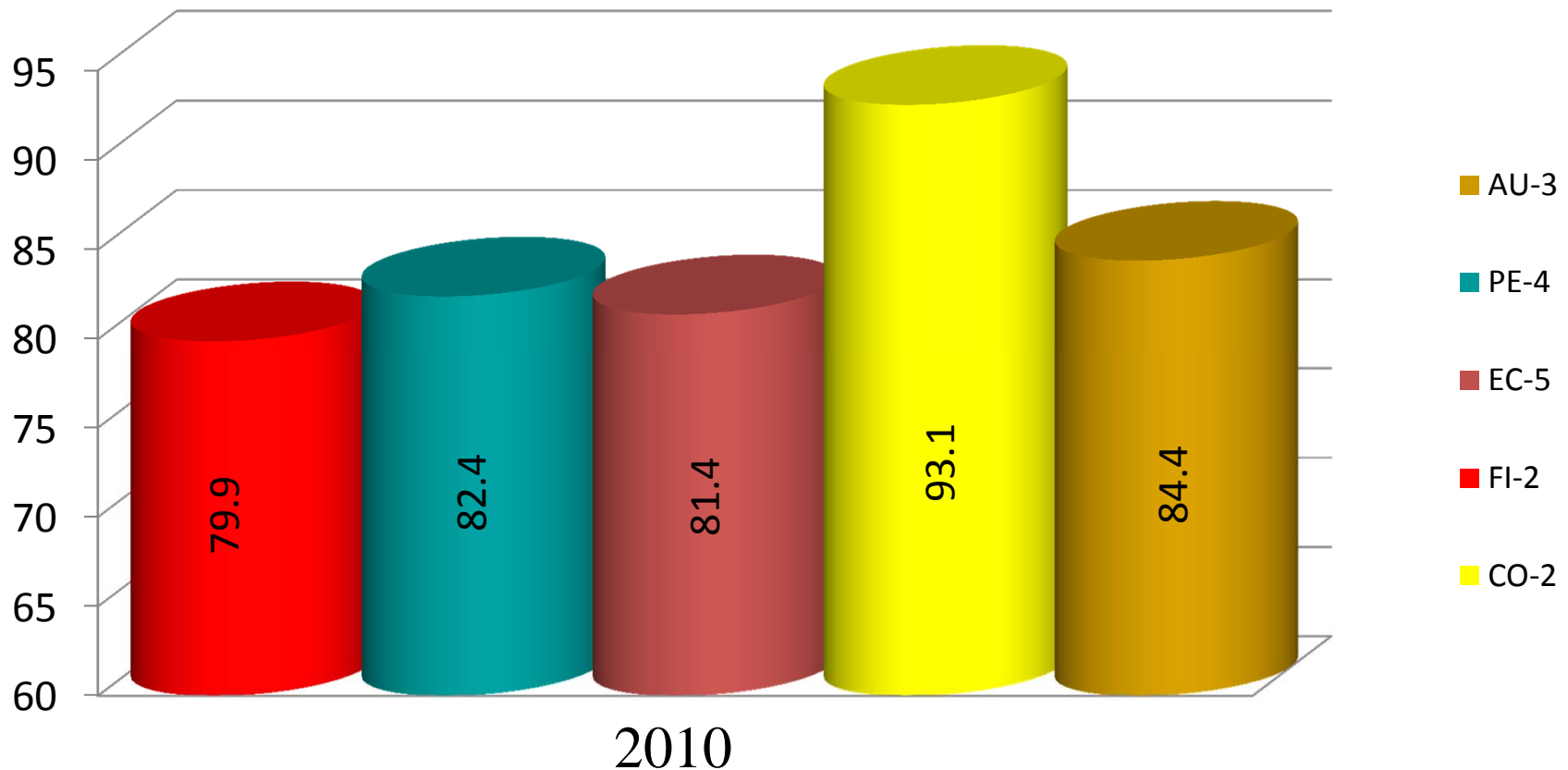


FI-1 vs. CR-5 2000-2010 (ARP - \$000s CAD)



FI-1s at lowest increment level are paid less than CR-5s at top increment level.

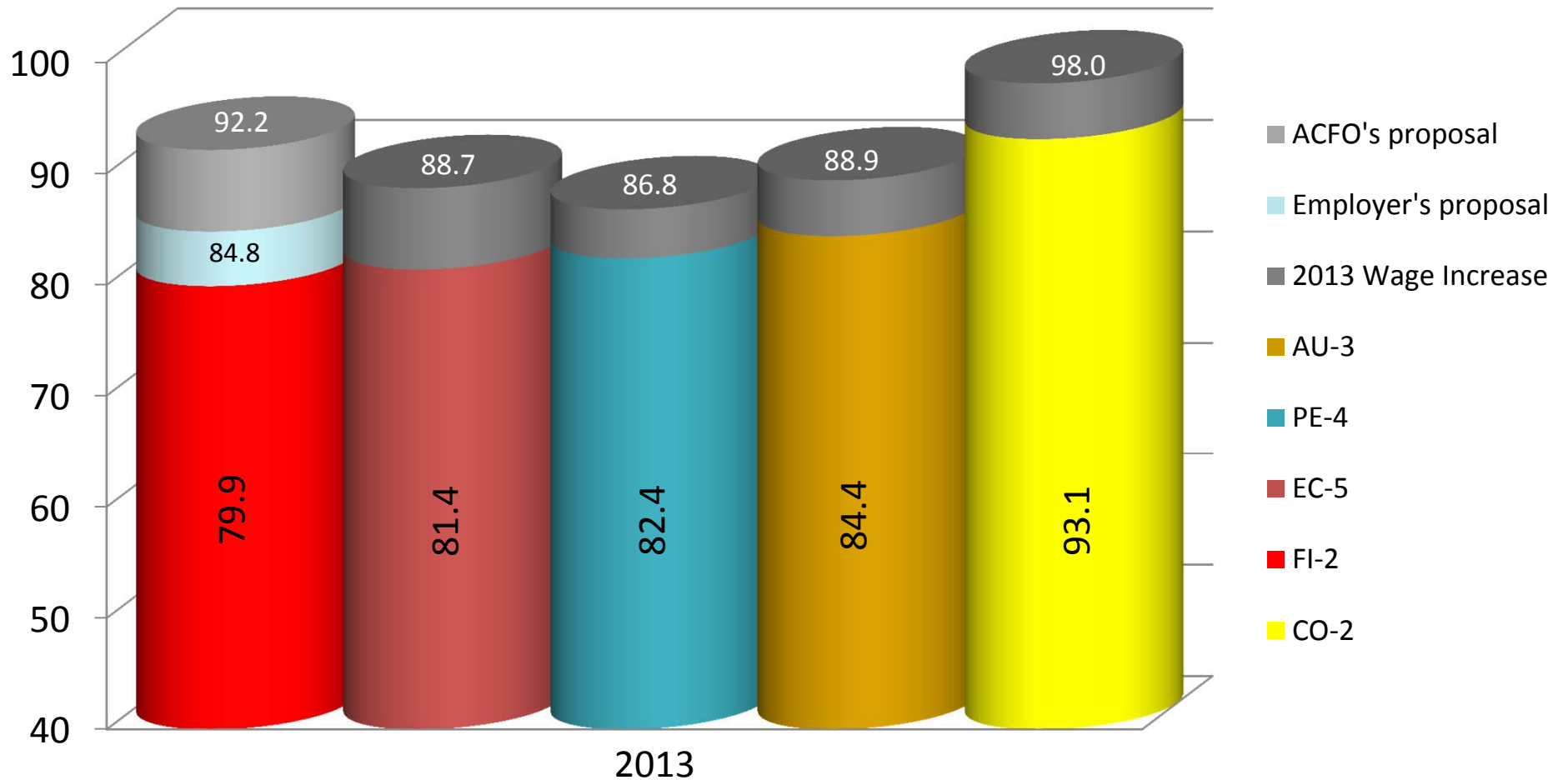
FI-2 Comparison 2010 (ARP - \$000s CAD)



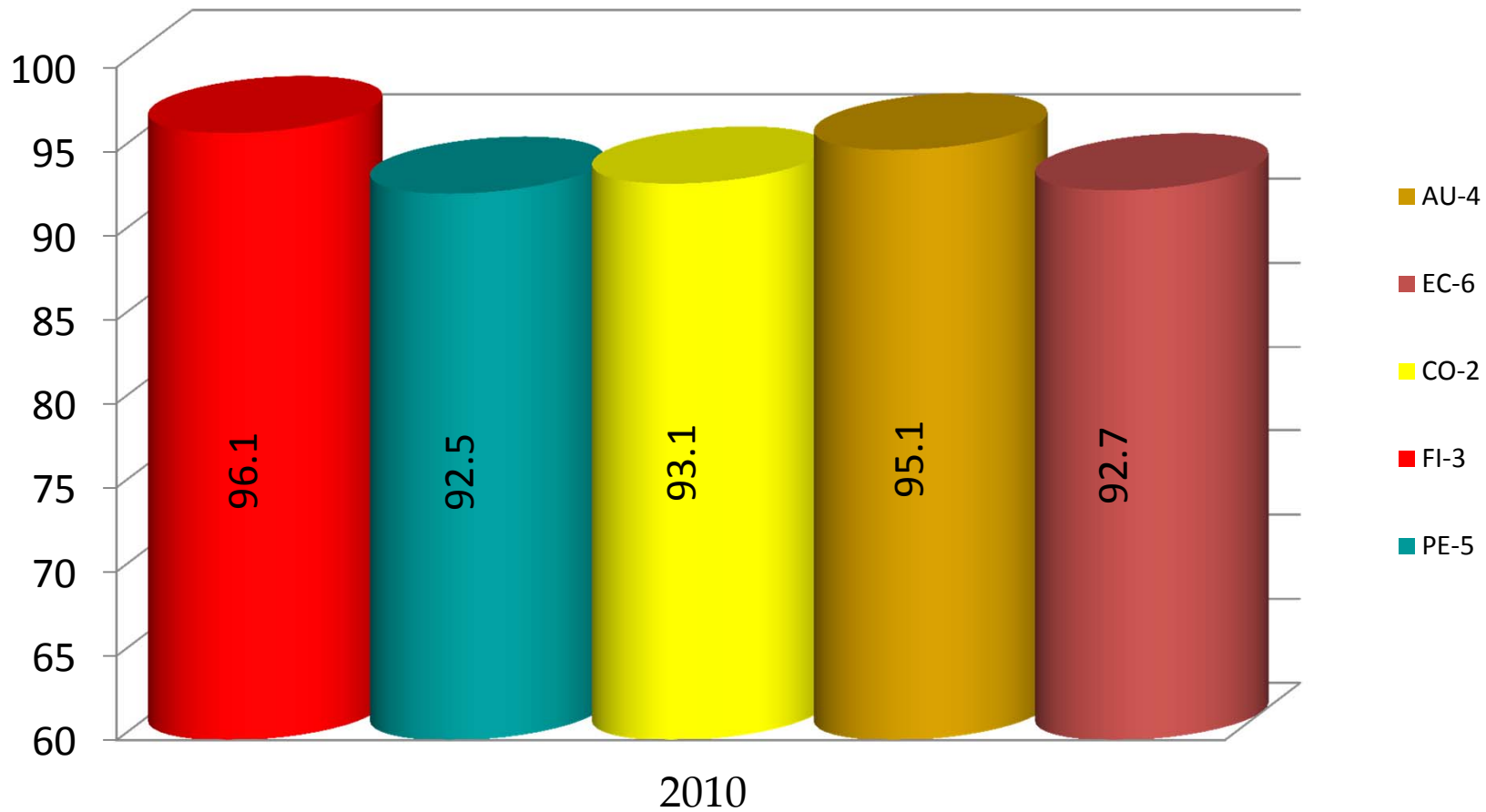
The FI-2 salary remains at the lowest annual rate of pay in comparison to all other groups.

FI-2 Comparison –2013

Wage Increases (ARP - \$000s CAD)

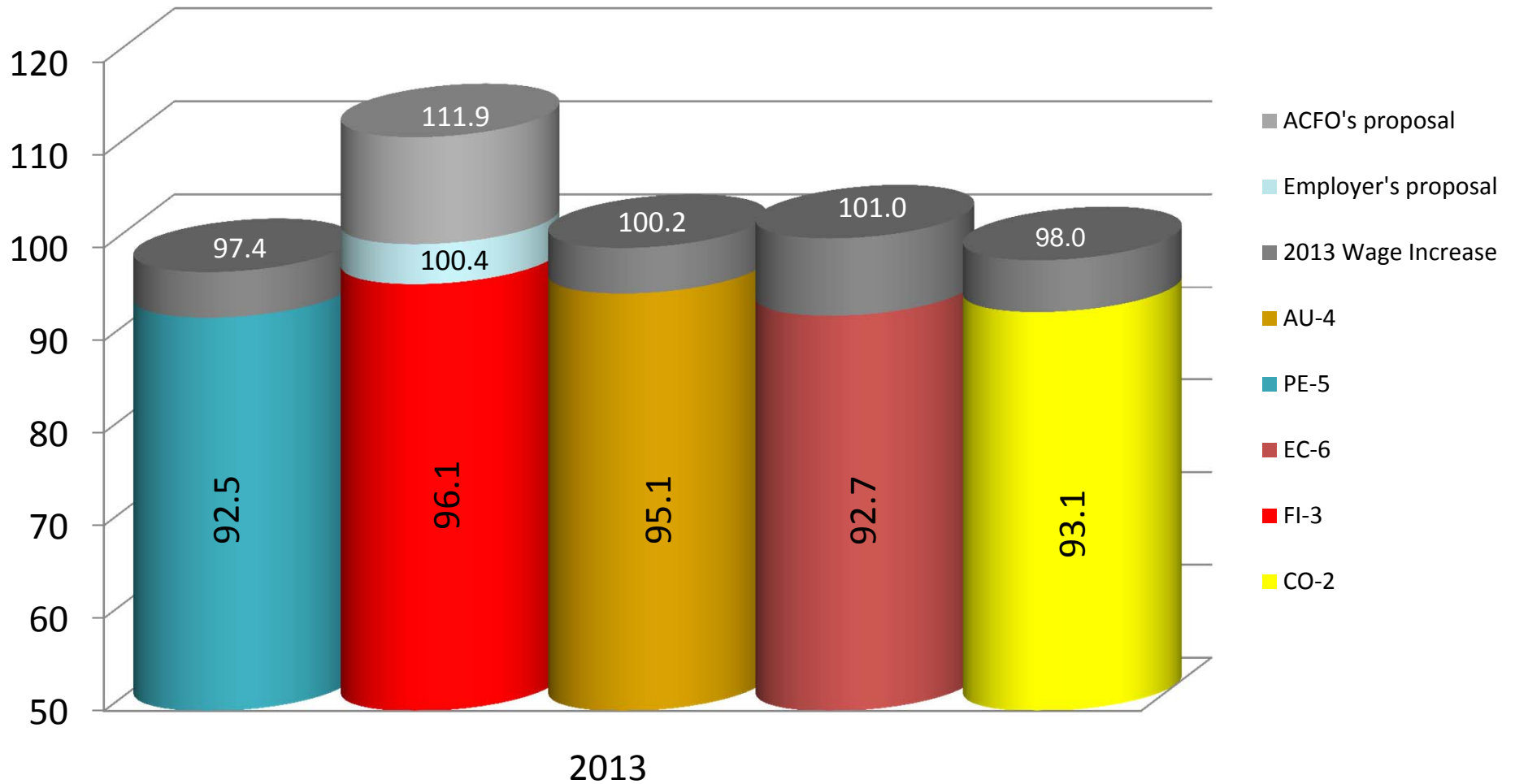


FI-3 Comparison 2010 (ARP - \$000s CAD)

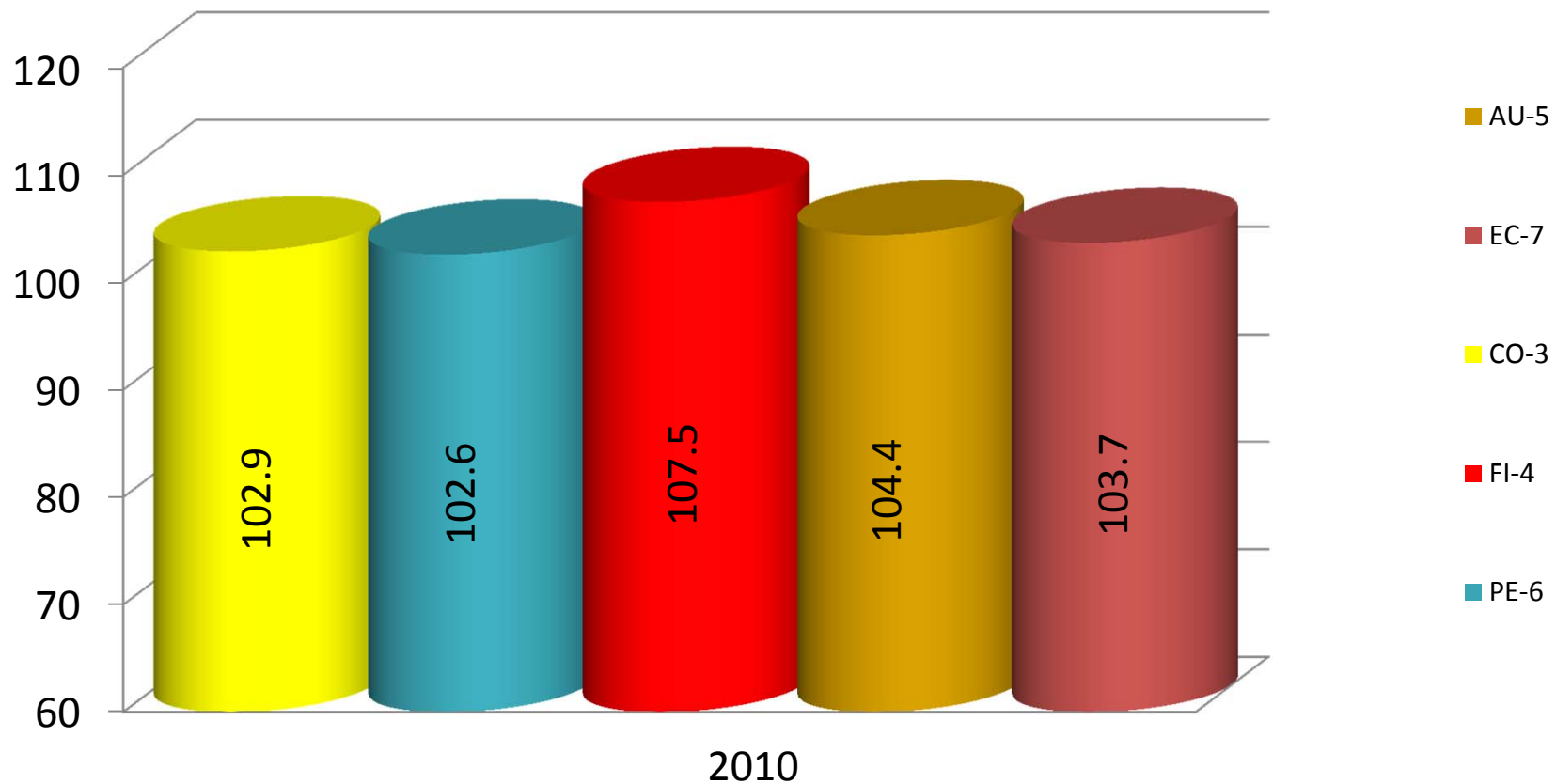


FI-3 Comparison –2013

Wage Increases (ARP - \$000s CAD)

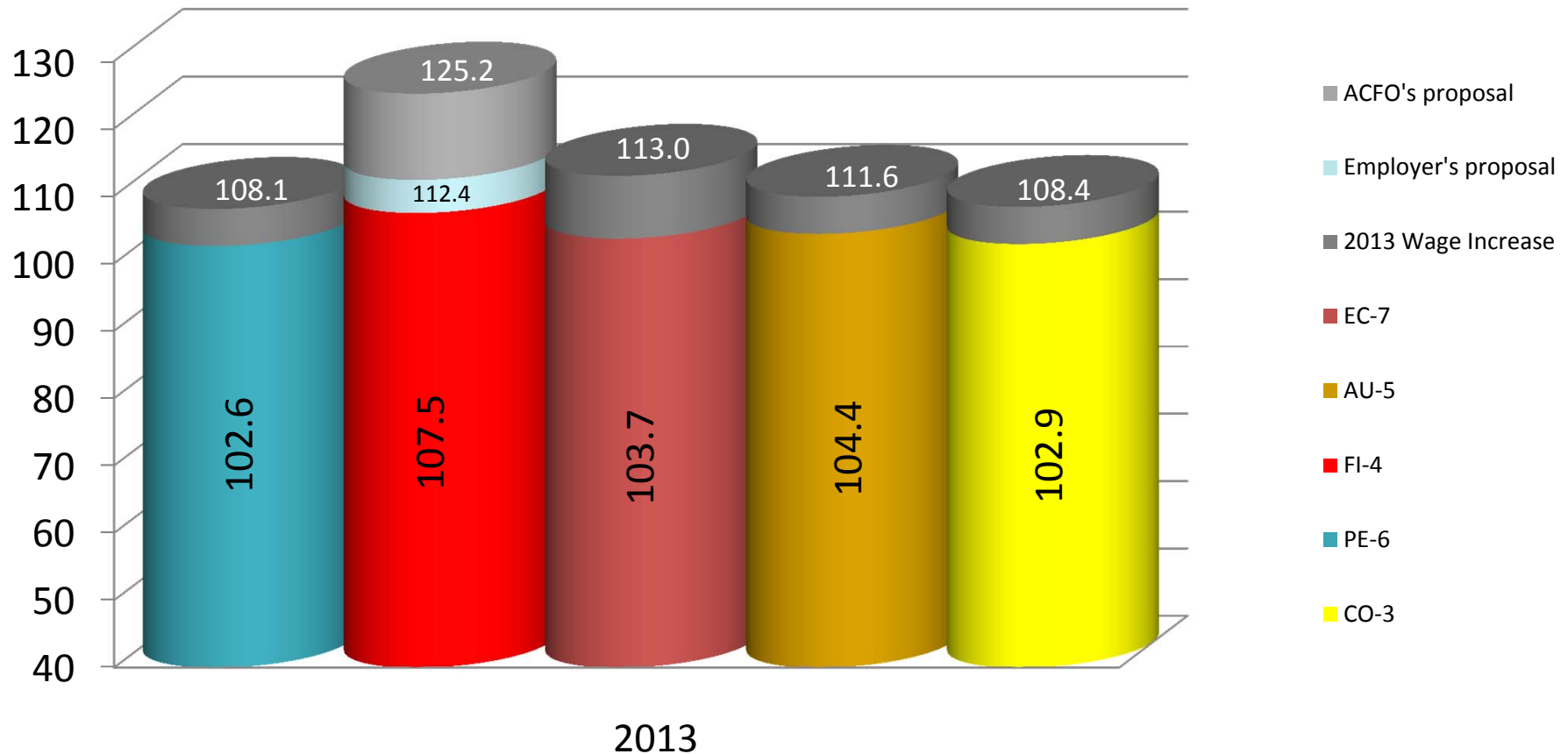


FI-4 Comparison 2010 (ARP - \$000s CAD)



FI-4 Comparison – 2013

Wage Increases (ARP - \$000s CAD)



FI vs. NAV FI

2010 (ARP - \$000s CAD)

