

Useful links:

- Salary schedules are posted [here](#)
- Salary notices, once posted, will be available for you to view via [Online Tools](#)
- PEA increases and [collective agreement](#):

PEA		
YEAR	Month	Increase
2022	July 1	\$0.25 + 3.24% GWI
2023	January 1	2.0% floor lift and 1.25% ceiling lift
2023	July 1	6.75% GWI
2024	July 1	3% GWI

In accordance with the current PEA Collective Agreement staff members are entitled to progression adjustments each July 1st, subject to satisfactory performance, as well as a general salary adjustment.

## **ARTICLE 21 – SALARY**

### 21.01 Progression Adjustments

Progression adjustments are based on a combination of satisfactory performance and service in a position:

- a) On each July 1, staff members whose salaries are at the Floor or between the Floor and the Job Rate will, subject to satisfactory performance, be entitled to annual Progression Adjustments of 3.25% of actual salary.
- b) On each July 1, staff members whose salaries are at the Job Rate or between the Job Rate and the Ceiling shall, based on satisfactory performance, be entitled to an annual Progression Adjustment of 2.25%, but in no case will this result in a salary higher than the Ceiling.
- c) In cases of clearly documented unsatisfactory performance as outlined in Article 6.02, staff members may receive a pro-rated Progression Adjustment, or it may be withheld.
- d) Staff members with less than a full year's service, in the preceding 12-months, will receive pro-rated Progression Adjustments without prejudice to any probationary review or other performance assessments.

Salary range definitions: the salary range is associated with the specific grade of the position and is per the respective salary schedule for the employee group of the position.

- Floor - minimum salary for each salary range
- Job rate - the salary staff members may expect to achieve through Progression Adjustments, normally over a period of four years in a position, subject to placement on hiring, or promotion, or job evaluation, and satisfactory progress towards their fully qualified and competent level of performance.
- Ceiling - the highest salary to which staff members who have reached the Job Rate may advance through Performance Adjustments, based on satisfactory performance.

## COMMON QUESTIONS:

**Q: Why did I not get 3.25 % progression increase? I have been working in the PEA the last 7 months.**

A: Each year, employees are eligible to receive a progression adjustment based on their performance, *pro-rated* according to their start date, until they reach their salary ceiling, as outlined in the collective agreement.

The assessment period for the July 1 increase is based on the previous 12 months, specifically from July 1 to June 30 of the previous year.

The progression adjustment is determined by considering the time the employee has spent in the role (or contiguous service in an appointed PEA job) and their performance during that period. This approach ensures fairness by aligning the increase with the actual time worked (i.e., service). It is our practice to pro-rate the increase, and we have addressed similar inquiries in the past.

As an example, with a start date of December 1, 2023, if the salary as of June 30, 2024, fell between the floor and job rate of SG13 at \$81,500, the employee would be entitled to a progression increase on July 1, 2024. Considering 7 months of service in the PEA, the increase is pro-rated as follows:

July 1, 2024, to June 30, 2025	Floor	Job Rate	Ceiling
<b>SG13</b>	\$83,094	91,625	108,088

Starting salary	\$81,500
GWI 3%	<u>\$2,445</u>
Salary with GWI	\$83,945
Progression	<u>\$1,591</u> (\$83,945 x 3.25% = \$2,728 /12months*7 months service = \$1,591)
Salary on July 1, 2024,	<u>\$85,536</u>

PEA members receive a general wage increase (GWI) as part of the newly ratified collective agreement, effective July 1st for 2024. It's important to note that these general wage increases are not pro-rated and apply uniformly to all members, prior to applying the progression increase.

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**Q: I'm wondering why my colleagues received a significantly higher salary increase considering that we all started the same time in our positions?**

A: We are unable to provide information about your colleagues. We suggest reaching out to your excluded leader, who is welcome to connect with HR for further clarification or information.

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**Q: I just completed my masters, does this impact my salary?**

A: Having a new master's degree does not directly impact your salary. We encourage you to initiate a conversation with your supervisor to explore further opportunities for career advancement. For

detailed information regarding salary progression within the PEA, please refer to Article 21 of the [PEA Collective Agreement](#) .

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Q. I have a job offer for June 15<sup>th</sup>, is it better to wait until July 1<sup>st</sup> for the general wage increase?

A: The general wage increase (GWI) is a universal increase that is applicable to all members. Waiting until July 1st will not make a difference as you will receive the general wage increase along with all other members.

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Q: Could you please help me understand the different progression increases applied every July 1<sup>st</sup>?

A:

- Employees falling within the salary range between the **floor and job rate** are eligible for a progression increase. In 2024, this increase will be 3.25% of their current salary.
- Employees falling within the salary range between the **job rate and ceiling** are eligible for a progression increase. In 2024, this increase will be 2.25% of their current salary.

For more comprehensive information, please refer to Article 21.01 of the relevant documentation.

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