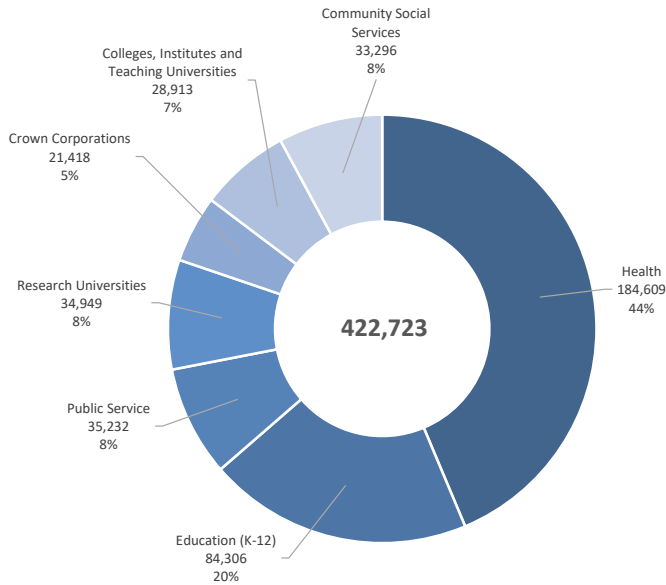
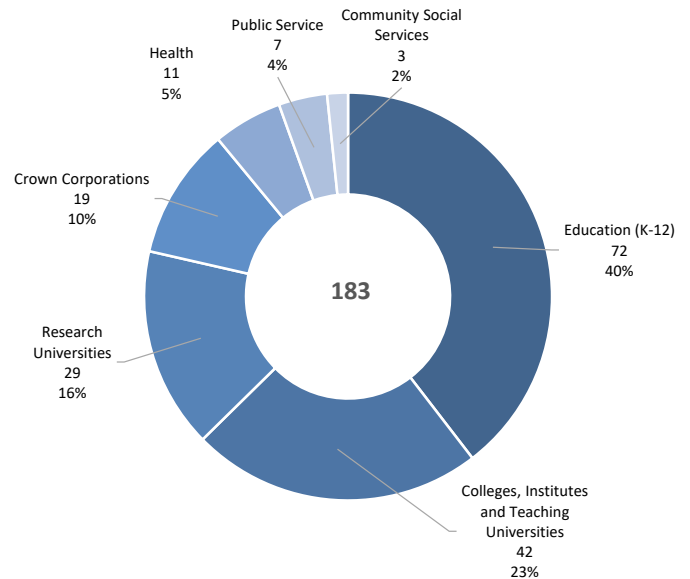


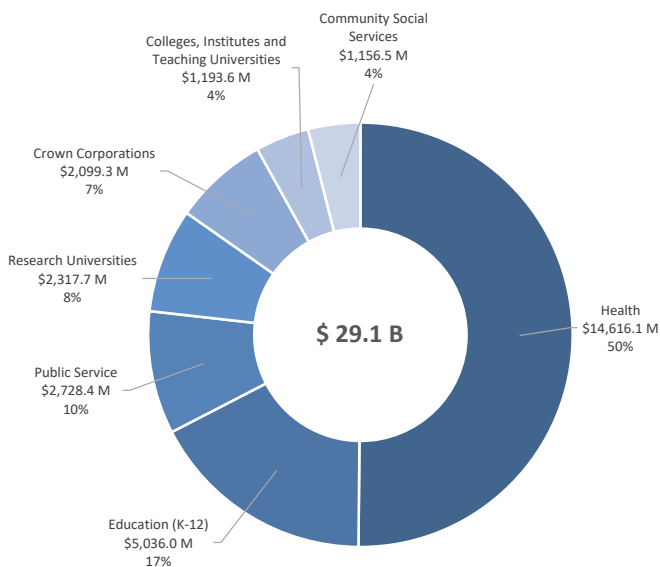
Headcount



Collective Agreements and Compensation Arrangements



Total Compensation



- There are over 422,000 people in British Columbia's public sector working in the core public service, at Crown corporations and agencies, in health and community social services, K-12 education, at postsecondary institutions, and research universities.
- Of those people, more than 326,000 are unionized employees.
- The government and provincial public sector employers spend about \$29.1 billion on compensation. This makes up more than half of the Province's budget.
- An increase of 1% in total compensation for all employees, including unionized, non-union, and management employees costs approximately \$291 million.
- The majority of agreements reached under the 2014 mandate expire in 2019.
- Currently, just over 197,000 public sector employees are now covered by tentative or ratified agreements reached under B.C.'s Sustainable Services Negotiating Mandate.

| Total Number of Agreements | | 183 |
|--|--------------------|-----------------|
| Total Unionized Employees in the B.C. Public Sector | | 326,372 |
| | | Total Employees |
| Ratified Settlements | | 5 |
| HEABC & Community Health Bargaining Association | July 27, 2018 | 15,969 |
| BC Public Service & BCGEU Main Agreement (including Liquor Distribution Branch and BC Pension Corporation) | August 10, 2018 | 26,551 |
| Community Social Service Employers' Association, CSSBA - Community Living Services | August 27, 2018 | 10,951 |
| Community Social Service Employers' Association, CSSBA - General Services | August 27, 2018 | 4,072 |
| Community Social Service Employers' Association, CSSBA - Indigenous Services | August 27, 2018 | 206 |
| BC Public School Employers' Association (BCPSEA) & K12 Support Staff Presidents' Council Provincial Framework Agreement* | September 28, 2018 | 34,023 |
| *Provincial Framework currently represents one agreement - union locals and districts will now proceed to negotiate and ratify individual agreements. As each district settle at the local level they will be removed from this headcount number and their details outlined separately. | | |
| Tentative Settlements | | 5 |
| Post Secondary Employers' Association (PSEA) & BCGEU Vocational Faculty Common Agreement* | November 1, 2018 | 811 |
| *Common Agreement represents the main components of the five individual agreements that local unions and institutions will proceed to negotiate. Those institutions include: Camosun College, Coast Mountain College, Okanagan College, Northern Lights College, and Selkirk College. As these institutions settle at the local level they will be removed from this headcount number and their details outlined separately. | | |
| HEABC & Health Science Professionals Bargaining Association | November 8, 2018 | 17,862 |
| HEABC & Nurses' Bargaining Association | November 25, 2018 | 43,985 |
| HEABC & Facilities Bargaining Association | December 1, 2018 | 41,711 |
| Northern Lights College & BCGEU Local 710 Faculty | December 14, 2018 | 172 |
| UVic & PEA | December 19, 2018 | 958 |
| TOTAL | | 10 |
| | | 197,271 |