

## HISTORY OF BCGEU WAGE INCREASES

Date	Increase	Summary
3 Feb 2019	1.00%	A general wage increase of one percent (1%) plus a potential Economic Stability Dividend.
1 Apr 2018	0.50%	A general wage increase of one-half percent (.5%)
4 Feb 2018	1.00%	A general wage increase of one percent (1%) plus a potential Economic Stability Dividend.
2 Apr 2017	0.50%	A general wage increase of one-half percent (.5%)
5 Feb 2017	1.00% + Approx. 0.35%  (\$.1024/hour)	A general wage increase of one percent (1%) plus an Economic Stability Dividend. - Employees receive a general wage increase (GWI) of one percent plus the amount equal to one-half of any percentage gain in real Gross Domestic Product (GDP) above the forecast of the Economic Forecast Council for the relevant calendar year. The GWI is applied as the cents per hour equivalent to the percent of pay which would be paid from the ESD formula. ESD formula = .35%. The cents per hour equivalent is \$.1024. This amount is applied to all wage rates.
3 Apr 2016	0.50%	A general wage increase of one-half percent (.5%)
07 Feb 2016	Approx. 0.45%  (\$.1301/hour)	Economic Stability Dividend (ESD) - Employees receive a general wage increase (GWI) equal to one-half of any percentage gain in real Gross Domestic Product (GDP) above the forecast of the Economic Forecast Council for the relevant calendar year. The GWI is applied as the cents per hour equivalent to the percent of pay which would be paid from the ESD formula. ESD formula = .45%. The cents per hour equivalent is \$.1301. This amount is applied to all wage rates.
05 Apr 2015	1.00%	A general wage increase of one percent (1%).
01 Dec 2013	1.00%	A general wage increase of one percent (1%).
01 Apr 2013	1.00%	A general wage increase of one percent (1%).
15 Aug 2012	1.00%	A general wage increase of one percent (1%)
01 Apr 2012	1.00%	A general wage increase of one percent (1%)
29 Mar 2009	2.00%	A general wage increase of two percent (2%)
30 Mar 2008	2.50%	A general wage increase of two and one half percent (2.5%)
01 Apr 2007	3.00%	A general wage increase of three percent (3%).
02 Apr 2006	Approx. 2.5%  (\$.63/hour)	General wage increase of \$.63 per hour. A onetime signing bonus equal to \$1.10 per hour for current regular and auxiliary employees (as of March 31, 2006) for all hours paid at the straight time rate for the period from April 1, 2004 to and including March 31, 2006 (subject to statutory deductions), to a maximum of \$4,000 per employee.
28 Dec 2003	-	Salary steps for Ranges 1 to 12 increase from 3 steps to 5 steps

## HISTORY OF BCGEU WAGE INCREASES

Date	Increase	Summary
30 Mar 2003	3.20%	Cost of living adjustment.
31 Mar 2002	2.50%	A general wage increase of two and one half (2.5) percent.
01 Apr 2001	Approx. 2.5% (\$.70/hour)	A general wage increase of \$.55 per hour plus an Equity and Gainsharing Adjustment of \$.15 per hour. Salary steps for Ranges 13 to 32 increase from 3 steps to 5 steps.
01 Oct 2000	0.40%	A general wage increase of 0.4 percent to Step 3 (top step) of all grid levels. Information Systems Series levels with a 4th Step also receive a 0.4% increase to Step 4.
02 Apr 2000	2.00%	A general wage increase of two (2.0) percent.
01 Jan 2000	-	A lump sum payment of \$200 to full-time employees who have worked 1827 straight time hours between January 1, 1999 and December 31, 1999.
30 Nov 1997	1.00%	A general wage increase of one (1.0) percent.
27 Mar 1995	1.50%	A general wage increase of one and one half (1.5) percent.
09 Oct 1994	-	Pay equity increases to selected female dominated classifications only.
27 Mar 1994	-	No general increase. Salary grid adjustments to selected classes.
01 Aug 1993	2.17%	Cost of living allowance.
06 Dec 1992	2.50%	All rates of pay for classifications were increased two and one half (2.5) percent for every employee at or above \$1540 biweekly or for employees below \$1540 biweekly, \$0.44 per hour.
01 Aug 1992	5.9%*	*Average only. All rates of pay for classifications were increased by \$1.00 (based on 70 hours biweekly). All employees received a retroactive payment based on \$1.00 per hour for all hours paid at straight time rate for the period from August 4, 1991, to and including August 1, 1992.
01 Apr 1992	-	Pay equity increase to selected female dominated classifications only. Most affected classes received an increase of 3.34%
01 Jan 1991	-	Pay equity increase to selected female dominated classifications only. Most affected classes received an increase of 3.34%.
01 Aug 1990	5.50%	A general wage increase of five and one half (5.5) percent.
01 Aug 1989	5.00%	A general wage increase of five (5) percent.
01 Jan 1989	2.5%*	*Average only. Introduction of the salary grid. Average increase equal to 2.5%.
01 Aug 1988	5.50%	A general wage increase of five and one half (5.5) percent.
01 Nov 1987	1.50%	Base salaries were increased by one and one half (1.5) percent.

## HISTORY OF BCGEU WAGE INCREASES

Date	Increase	Summary
05 Apr 1987	-	The number of salary steps were compressed.
01 Nov 1986	2.00%	Base salaries were increased by two (2) percent.
01 Jul 1986	1.50%	Base salaries were increased by one and one half (1.5) percent.
01 Apr 1985	1.00%	Base rates were increased one (1) percent.
01 Nov 1984	3.00%	Base salaries were increased by three (3) percent.
01 Aug 1983	1.5%*	*Average only. Base salaries were increased by \$25/month.
01 Apr 1983	3.00%	Cost of living allowance.
01 Aug 1982	6.5%*	*Average only. Base salaries were increased by \$100.00. Any salary at or below \$1386/month prior to August 1, 1982 were increased by an additional \$25/month.
01 Aug 1981	8.00%	An increase of eight (8) percent to salary rates in the bargaining unit.
01 Aug 1980	8.00%	An increase of eight (8) percent to salary rates in the bargaining unit.
01 Aug 1979	8.00%	An increase of eight (8) percent with a minimum of \$80.00 and a maximum of \$159.00 per month to salary rates in the bargaining unit. Teachers received \$191.00.
01 Aug 1978	3.80%	Cost of living allowance.
01 Apr 1977	2.59%	Cost of living allowance.
01 Feb 1977	2.17%	
01 Oct 1976	4.54%	Cost of living allowance.
01 Apr 1976	4.58%	Cost of living allowance.
01 Oct 1975	3.16%	Cost of living allowance.
01 Jul 1975	-	Minor increases to 4 components.
01 Apr 1975	9.00%	*Average only.
Nov 1974 To Mar 1975	-	Minor increases to 5 components.
01 Oct 1974	8.00%	*Average only. Most components received 5% to 12% increases.
01 Apr 1974	15.00%	*Average only. Components received 11% to 18% increases