HISTORY OF PEA WAGE INCREASES

Date	Increase	Summary
2 April 2028	3.00%	A general wage increase of three percent (3%)
4 April 2027	3.00%	A general wage increase of three percent (3%)
5 April 2026	3.00%	A general wage increase of three percent (3%)
6 April 2025	3.00%	A general wage increase of three percent (3%)
7 Apr 2024	3.00%	A general wage increase of three percent (3%). This comprised of a 2% guaranteed GWI plus a cost-of-living (COLA) adjustment capped at 1%
9 Apr 2023	6.75%	A general wage increase of 6.75 per cent. This comprised of a 5.5% guaranteed GWI plus a cost-of-living (COLA) adjustment capped at 1.25%
10 Apr 2022	3.25% + Approx. 0.76% ($0.25/hour)	A general wage increase of three and one quarter percent (3.25%) plus approximately 0.76%. This is equal to $0.25 cents per hour.
11 Apr 2021	2.00%	A general wage increase of two percent (2%)
12 Apr 2020	2.00%	A general wage increase of two percent (2%)
14 Apr 2019	2.00%	A general wage increase of two percent (2%)
3 Feb 2019	1.00% + 0.75%	A general wage increase of one percent (1%) plus an Economic Stability Dividend (.75%).
1 Apr 2018	0.50%	A general wage increase of one-half percent (.5%)
4 Feb 2018	1.00% + 0.4% ESD	A general wage increase of one percent (1%) plus an Economic Stability Dividend (.4%).
2 Apr 2017	0.50%	A general wage increase of one-half percent (.5%)
5 Feb 2017	1.00% + 0.35% ESD	A general wage increase of one percent (1%) plus an Economic Stability Dividend of 0.35%.
3 Apr 2016	0.50%	A general wage increase of one-half percent (.5%)
07 Feb 2016	0.45%	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. For example, if real GDP were 1 percent above forecast real GDP then employees would be entitled to a GWI of one-half of one percent.
05 Apr 2015	1.00%	A general wage increase of one percent (1%).

HISTORY OF PEA WAGE INCREASES

Date	Increase	Summary
15 Jan 2014	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	2.6%	A general wage increase of 2.6%
30 Mar 2008	2.7%	A general wage increase of 2.7%
01 Apr 2007	2.5%	A general wage increase of 2.5%
02 Apr 2006	2.5%	A general wage increase of 2.5%. A one-time signing bonus equal to $1.05 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). Maximum of $3836 per person
01 Apr 2003	-	A market adjustment of 4.4% in the form of a 6th salary step for designated Professional Engineers and Petroleum Geologists.
30 Mar 2003	3.2%	Cost of Living Adjustment equal to 3.2% and 1% added to Step 5 of every grid level.
31 Mar 2002	-	Grid increases to specified classifications. Introduction of a new 5 step salary schedule. Positions at Step 4 for at least one year move to Step 5 (an increase of 3.7%).
01 Apr 2001	2.5%	General increase. Also, grid increases to specified classifications.
04 Apr 2000	-	Grid increase to Licensed Psychologist 1 and 2 classifications.
02 Apr 2000	2.0%	General increase.
01 Jan 2000	-	A lump sum payment of $200 to full-time employees who have worked 1827 hours between January 1, 1999 and December 31, 1999.
13 Jun 1999	-	Grid increase to Licensed Psychologist 1, 2, 3 and 4 classifications.
30 Nov 1997	1.0%	General increase.
01 Jan 1997	-	First step of the Licensed Science Officer 1 salary range (Grid Level 4) is eliminated.
03 Dec 1995	-	Grid 7, Step 4 increased by 4.0%.
04 Dec 1994	1.5%	General increase.
05 Jun 1994	-	Conversion to new salary grid.
27 Nov 1992	2.0%	General increase.

HISTORY OF PEA WAGE INCREASES

Date	Increase	Summary
27 Sep 1992	-	Pay Equity Adjustments: 3.7% to a Pharmacist 1 steps. 7.4% to all Pharmacist 2-4 steps. 7.4% to all Physiotherapist 1, 3, 4 and 5 steps. 7.537% to all Physiotherapist 2 steps.
12 Apr 1992	-	Pay Equity adjustments - 3.7% to all Pharmacist and Physiotherapist ranges and steps.
30 Nov 1991	3.5%	General increase.
25 Nov 1990	5.5%	General increase.
26 Nov 1989	5.0%	General increase.
01 May 1989	-	Pharmacist 1-4, Physiotherapist 1-4, and LSO 1-2 ranges reduced to 4 steps by eliminating all but final 4 steps and moving employees at eliminated steps to minimum of revised range.
11 Dec 1988	5.5%*	*Average only. General increase of $87.00 bi-weekly, 6% to all Physiotherapist ranges and steps; 3% to all Pharmacist ranges and steps, special adjustments for Teachers.
10 Jan 1988	1.5%	General increase.
11 Jan 1987	1.5%*	*Average only. General increase of $23.16 bi-weekly.
07 Sep 1986	1.0%	General increase.
03 Nov 1985	1.0%	General increase.
30 Dec 1984	1.0%	General increase.
09 Sep 1984	3.0%	General increase.
01 Jan 1982	12.0%	General increase.
01 Oct 1981	1.0%	Pharmacists and Physiotherapists only.
01 Aug 1981	2.0%	General increase.
01 Jan 1981	8.0%	General increase.
01 Jan 1980	8.0%	An increase of 8.0% with a maximum of $200 per month to each employee in the Accounting Officer, Dental Officer, Licensed Home Economist, Licensed Psychologist, Pharmacist, Physiotherapist and Veterinarian series effective Jan. 1/80. For the remaining classifications, the sum of 8% of each employee's monthly basic salary to a maximum of $200 per employee, to be used for implementation of proposed new classification plan. If the plan is not implemented on Jan 1/80, the employees covered are to receive a salary increase of 4% on Jan. 1/80
01 Oct 1979	2.9%	*Average only. Across the board salary increase of $65.00 per month.

HISTORY OF PEA WAGE INCREASES

Date	Increase	Summary
01 Jan 1979	5.0%	General increase.
01 Jan 1978	3.15%	
01 Jan 1977	5.0%	
01 Jul 1976	5.95%	
01 Jan 1976	4.38%	
01 Oct 1975	8.0%	
01 Oct 1974	10.6%	
01 Apr 1974	10.4%	