

INSIDE CUPE BARGAINING:

Negotiating Compensation

The Province PBCO

The Provincial Bargaining and Compensation Office (PBCO) supports the government's fiscal, economic and policy priorities as an employer and funder, with respect to public-sector bargaining. The PBCO provides specialized, evidence-based compensation and labour relations consulting services to the government and its employer partners to help align bargaining outcomes.

Core functions and services include:

- bargaining directives and negotiations for unionized staff
- oversight and administration of non-union and out of scope compensation for applicable public sector agencies
- applied economic labour analysis
- compensation research and data analytics
- strategic negotiation planning and arbitration support
- labour relations advice to internal and external partners

The Employer FSD

Other Union Groups, including CUPE, wage grids are determined at the local collective agreement level, within the framework set by the Province.

The Employer can offer wage increases to public sector employees as directed by the Province.

The Division offers and pays the premiums and fees for regular employees for the following benefits:

- LTD and AD&D
- Extended Health Benefits
- Health Spending,
- Employee & Family Assistance Program,

FSD also contributes to an employee's Local Area Pension Plan.

Additional terms of compensation may be considered, if allowable within the division's budget.

The Bargaining Unit CUPE

CUPE wage grids are determined at the local, collective agreement level, within the framework set by the Province.

Wage increases can be negotiated at the local level to align with the directives from the Province.

The local bargaining unit can negotiate changes to Extended Health, Health Spending, and pension planning benefits.

Additional terms within a collective agreement may overall impact an employee's compensation. These can be agreed upon by both parties, as the division's budget allows.

INSIDE CUPE BARGAINING: Collective Bargaining Process

