

**Federal workers infuriated by the employer's offer of "peanuts", while Parliamentarians and Senior Managers enjoy hefty wage increases and bonuses**

**Who is affected?**

These front line workers are federal PSAC Members all across Canada who deliver critical programs to Canadians. They are people who have dedicated their lives to making this a better country for all of us by:

- protecting our National Parks and historic sites
- assisting seniors with their pensions
- eradicating the avian influenza
- protecting our waters and borders
- making sure that we have forests and fish for generations to come

**Are Parliamentarians 32% better?**

- In 1991, a backbencher was receiving a total of \$91,700 in salary and benefits, by 2003; they were receiving a total of \$139,200, an increase of more than 50% over 12 years.
- PSAC Parks Canada members received wage increases totalling only 18.2% (an average of about 1.5% a year) over the same period.
- In March 2004, our elected officials quickly passed a bill allowing MPs and senators who retire after age 50 but before age 55 to take advantage of various insurance plans, including the health and dental insurance plans.
- PSAC members and other federal workers who retire before age 55 are prohibited from participating in the health and dental plans, unless they take a reduction in their pension.

**Martin OK's wage increases and bonuses for senior management**

- One of Paul Martin's first moves when he became prime minister in December 2003 was to grant wage increases of more than 25% to the ministerial executive assistants, boosting their salaries from \$114,500 to \$147,300, an increase of \$32,000.
- At the same time, his government froze hiring and reclassifications in the federal Public Service.
- In addition, the federal government significantly upgraded the Performance Management Program to give more bonuses to senior executives who only partially achieved their objectives. The change in the program allowed the government to give performance bonuses to more than 90% of its senior executives.

- On top of performance bonuses, Parks Canada Agency CEO Alan Latourelle received a 7.7% salary increase in 2002, and Parks executives (PCX-02) received an across-the-board increase of 8% in 2000, 3.2% in 2001 and 2.4% in 2002.

### **Parks Canada workers lagging behind other sectors**

- From 1991 to 2003, private-sector workers received a total economic increase of 26.5% (average of 2.2% per year), compared to the total of 18.2% (an average of 1.5% per year) that Parks Canada workers received in the same period.
- According to a pay study commissioned by Treasury Board and the PSAC and conducted by the research firm, Morneau-Sobeco, operational service workers, including 45% of members at Parks Canada, are on average 20% behind workers in comparable jobs in the private and other public sectors. The employer refuses to address this wage gap.
- When similar pay studies are conducted for executive and professional positions and a wage gap is found, the federal government is quick to respond. For example:
- When the Third report of the Advisory Committee on Senior Level Retention and Compensation was released in December 2000, and recommended that EX and DM salaries be increased by 8.7%, the government responded and raised the EX salaries by 8% -- this on top of the introduction of restructuring and performance pay as a result of earlier studies.
- In February of 2001, when the government reviewed the results of Judicial Compensation Commission, it granted increases to Canada's 1,000 federal judges averaging 11.2%.
- When the Commission to Review the Allowances of Parliamentarians reported on the salaries of Members of Parliament in May 2001, it found that MPs salaries had fallen well behind the increases in average wages, the increases in CPI, and the increases in salaries for provincial members of Parliament. The Commission recommended a 20% increase in the total taxable-equivalent salary of Members of Parliament, and the Commissions' recommendations were implemented.

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