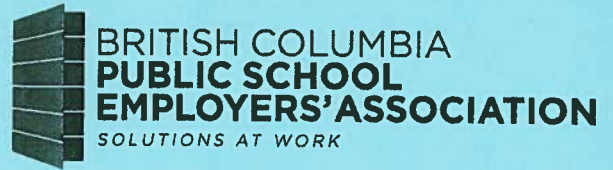


BCPSEA Proposal E68Date: April 23, 2014 Time: 10:55**BCTF Original and Modified Offers Compared**
Showing impact of increases and compounding

Initial BCTF Position		Modified BCTF Position
Base	100.000	100.000
July 1, 2013	103.000	103.000
Jan 1, 2014	103.927	103.695
July 1, 2014	107.045	106.806
Jan 1, 2015	108.650	108.408
July 1, 2015	111.910	111.660
Jan 1, 2016	113.589	113.335
Increase:	13.59%	13.34% 0.25

Notes: for above table inflation estimated at:

- 2013: 0.9% (see Statscan Daily January 24, 2014)
- 2014: 1.5% (well beneath the 2.0% mid-point Bank of Canada target range; equal to the actual March 2014 rate.)
- 2015: 1.5% (as per 2104 forecast.)
- Modified position for 2013: $0.9\% \times .75 = 0.675\%$

Comparisons over the three period of the BCTF proposal:*1. For the same 3 year period:*

- BCGEU Master: (2.0%, 0%, 1.0%) = 3.0%
- Colleges: (2.0%, 0%, 1.0%) = 3.0%
- HSA: (0.5% [plus 0.5% from contract], 0%, 1.0%) = 1.5% [plus .5% from contract] = 2.0%
- Current BCPSEA Offer: (1.0% [plus 0.75% from contract], 0%, 1.0%) = 2.0% [plus 0.75% from contract] = 2.75%

2. For 2 years of CGM plus year of the new pattern:

- BCGEU Master: (2.0%,2.0%, 0%) = 4.0%
- Colleges: (2.0%,2.0%, 0%) = 4.0%
- HSA: (1.0% [plus 1.0% from contract], 0.5% [plus 0.5% from contract], 0%) = 1.5% [plus 1.5% from contract] = 3.0%

Over any comparable time period, the BCTF proposal is 3 to 5 times plus greater than any other comparable public sector unions.

The BCTF's recent move on wages did not change the fact that the union is well outside any possible settlement zone.