



**BC TEACHERS' FEDERATION**  
**Bargaining Proposal—2014**

Proposal Number: U68

Date: June 3 Time: 2:54

**ARTICLE B.1 SALARY**

1. Employees shall receive a cost of living wage adjustment in each year of the agreement calculated on the following basis:
  - a. Consumer Price Index (CPI) from Statistics Canada which shall not be less than zero (0) %;
  - b. The twelve (12) consecutive months from January 1 to December 30 prior to the effective dates described in Article B.1.2
2. The salary grid shall be increased by the cost of living as described in Article B.1.1 and a comparability adjustment, at all qualification categories and experience steps, in each year of this agreement.

The increase shall be applied as follows:

Effective July 1, 2013	3%
Effective January 1, 2014	0.50 x cost of living adjustment
Effective July 1, 2014	<del>2.5%</del> 2.25%
Effective January 1, 2015	<del>0.75</del> 0.50 x cost of living adjustment
Effective July 1, 2015	<del>2.75%</del> 2.25%
Effective January 1, 2016	0.75 x cost of living adjustment
Effective July 1, 2016	<del>2.5%</del> 2.25%
Effective January 1, 2017	<del>0.75</del> 1.0 x cost of living adjustment