

## Economic Stability Dividend

As part of the 2014 Economic Stability Mandate, the provincial government committed to introducing a shared benefit that activates an ongoing general wage increase when GDP growth exceeds the Economic Forecast Council (EFC) forecasts. The wage increase is calculated based on 50% of the positive difference between the EFC forecast and the data released by Statistics Canada.

Statistics Canada recently reported that the BC economy grew by 3.2% in 2014, exceeding the forecast provided by the EFC of 2.3%. The difference of 0.9% translates into an increase of 0.45% for unionized provincial public sector employees who have reached agreements under the government's Economic Stability Mandate for collective bargaining (please see the Ministry of Finance [news release](#) for further detail.)

The collective agreement reached between BCPSEA and the BC Teachers' Federation (BCTF) (July 1, 2013 - June 30, 2019) and the Provincial Framework Agreement reached between BCPSEA and the K-12 Presidents' Council and Support Staff Unions (July 1, 2014 – June 30, 2019) both contain a letter of agreement (see attached) that entitles employees to eligible increases under the Economic Stability Dividend. Employees covered by either of these agreements will receive the dividend effective May 1, 2016. The dividend is cumulative and is in addition to the general wage increases contained in the teacher and support staff collective agreements.

### How will the ESD be applied?

For both teachers and support staff, the increase of 0.45% will need to be applied to the current salary grids. The new grids will take effect May 1, 2016. As this is a general wage increase that is cumulative, all grids that were to take effect after May 1, 2016 will also have to be revised.

BCPSEA will revise the teacher salary grids, including the subsequent salary grids, and will provide electronic copies to school districts. Districts that have already printed collective agreements will have to re-issue updated salary grids as an addendum.

For support staff grids, districts will be required to create the new salary grid for May 1, 2016 and revise all subsequent salary grids with the cumulative changes. Please contact Leanne Bowes if you require assistance with this process.

When printing collective agreements, please note that there is the potential for further ESD increases in each May 1 of 2017, 2018, and 2019.

### Questions

Should you wish to discuss this matter further, please contact Renzo Del Negro. If you require any assistance with the revision of your salary grids, please contact Leanne Bowes.

Attachment: LoU - Economic Stability Dividend (per teacher and support staff collective agreements)