



Press Release

For immediate release

Arbitral Award for 13,000 Economists Working for the Canadian Government Provides a 5.3% to 9% Wage Increase

OTTAWA, July 13, 2012 – The Canadian Association of Professional Employees (CAPE) received the report of the arbitral award for its 13,000 EC members on July 12, which provides for a 5.3% to 9% overall wage increase for a three year collective agreement.

The award provides the EC members of CAPE with a 1.75% pay adjustment, retroactive to June 22, 2011; a 1.5% pay adjustment, retroactive to June 22, 2012; a 3.45% increment added to the top of each of the eight EC pay lines, effective June 22, 2013, and a 2.0% pay adjustment, also effective June 22, 2013. CAPE estimates that 70% of its EC members will receive the 3.45% increment in June 2013.

The arbitral award also confirmed a trend of settlements at the bargaining table with an award of the employer's proposal to cease the accumulation of years of service for the purpose of severance pay on resignation and retirement.

The EC group is made of 13,000 economists and social science services analysts who work in various government agencies and departments. They advise the government on public policies.

“Expectations are low all over the public service, in fact all over Canada” explained CAPE’s negotiator Claude Danik, “as the current government and its officials have demonstrated a fundamental inability to deal with facts, and address matters in a professional manner. CAPE’s breakthrough regarding pay inequities should be considered a significant victory for our EC members because it is a just outcome. It is also a just outcome for the Canadian public as it provides a fair and balanced settlement.”

“EC members have been patient and have shown their confidence in CAPE,” added CAPE’s President, Claude Poirier. “The EC bargaining committee was not intimidated by the employer’s lack of response to the concerns it expressed at the bargaining table. And CAPE staff and legal counsel from Sack Goldblatt Mitchel did their usual remarkable job” he added. “I would like to take this opportunity to thank them all for pulling together to produce a result that is not perfect but that will address to some extent pay inequities that we intend to address again in the next round of bargaining.”

The award is final and binding and is in effect as of July 12, 2012. These changes to the EC collective agreement are in addition to matters settled during mediation, and proposals to which CAPE and Treasury Board agreed at the negotiating table. A summary of the changes to the EC agreement will be posted on the CAPE website next week.

The [arbitral decision](#) can be downloaded from the CAPE website.

CAPE represents approximately 13,000 economists and social science services employees who advise the government on public policy, 1,000 translators, interpreters and terminologists who provide the bilingual face of the government, and 85 analysts and research assistants at the Library of Parliament.

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Contact for information: Pierre Lebel, Media Relations
Tel.: 613-236-9181; Cell: 613-889-1027
plebel@acep-cape.ca