

Bargaining Achievements in the Saskatchewan Education Sector 2013

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CUPE Research

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Summary

Saskatchewan Wage Settlement Trends 2012-2013

- Average weekly earnings grew by 3.6% in the first half of 2013 to \$939.58 a week. Average weekly earnings measures the earnings of all paid employees (union and non-union), and includes overtime pay.
- Negotiated wage settlements (unionized) have been lower than increases to average weekly earnings: an average of 2.5% in 2012 and 2.3% for 2013 to date.
- In last few years, private sector negotiated settlements have been higher than public sector increases. In 2012, the average private sector employee saw a negotiated wage increase of 2.5% compared to 2.0% for the average public sector employee in the province.
- Public sector wage increases have tended to be lower than increases in the cost of living. In the thirteen years from 2000 to 2012, average public sector wage increases exceeded the increase in the CPI only seven times. Average private sector wage increases were above or the same as increases in the CPI eleven times over the same period.

CUPE Education Settlements

- CUPE represents about 7,100 support workers in Saskatchewan's Pre-Kindergarten to Grade 12 education system.
- CUPE has 26 collective agreements in the Pre-K to 12 education sector.
- There were nine (9) CUPE settlements in the education sector reached between October 1, 2012 and October 31, 2013. The nine agreements cover 2,400 education workers.
- For the settlements reached in the last year, the average wage increase per settlement was: 2.6% for 2012, 2.4% for 2013, 1.9% for 2014. The weighted average per education number was: 2.23% (2012), 1.94% (2013), 1.9% (2014).
- CUPE education locals negotiated improvements to benefits, casual workers, and collective agreement language in the last year. CUPE Local 4875 (North East SD) improved benefit plan coverage to existing benefits, added Vision Care, achieved 100% employer-paid premiums for Goup Life and AD&D, and increased employer contributions to other benefit premiums from 50% to 60% cost share.

INTRODUCTION

In Saskatchewan, CUPE represents just over 7,100 support workers in the PreK-12 education sector (Pre-Kindergarten to Grade 12). CUPE members work in a variety of jobs in Saskatchewan schools such as educational or teaching assistants, secretaries and administrative assistants, library assistants and technicians, caretakers, maintenance and trades workers, bus drivers, information technology specialist, social workers, community school coordinators, speech assistants and workers in many other classifications.

As of October 31, 2013, CUPE had 26 collective agreements in the PreK-12 education sector, down from 58 agreements in 2006. The number of collective agreements in this sector has been reduced by more than one-half in the last six years as a result of rural school division amalgamations that came into effect on January 2006. Since then, rural CUPE education locals have merged into one local per new school division and have bargained one collective agreement with their new employer. This required the amalgamation of up to six collective agreements in some cases.

This is the fifteenth year that CUPE Research has produced this summary of bargaining achievements in the Saskatchewan education sector. When the first Bargaining Achievements report was written, there were over 60 bargaining units in the education sector. The Education Workers' Steering Committee requested a report to help track bargaining trends and successes among the vast number of settlements each year in the sector. Since then, the number of settlements occurring each year has gone down as the number of bargaining units have been reduced as a result of amalgamations.

This year's document reports on nine (9) education settlements, covering 2,400 education workers. The agreements were ratified in the period October 1, 2012 to the end of October 2013.

The information in this report is based on the collective agreement settlement reports completed by the CUPE national representative assigned to the education local. CUPE's Research Representative uses that information and supplements it with additional information from the representative or by reviewing collective agreements.

This report also summarizes wage settlement trends in the province and major settlements in the public sector.

I. Saskatchewan Wage Settlement Trends 2012-2013

Saskatchewan has a booming economy, the second lowest unemployment rate in the country (4.7% in 2012), and the second lowest provincial public debt after Alberta. Private financial forecasters expect the economy to grow by 4.0% in 2013, the highest growth in the country.

With such a positive economic outlook, one would expect the average workers would be doing well. Average weekly earnings grew by 3.6% in the first half of 2013 (Sask Trends Monitor, September 2013) to \$939.58 a week. Average weekly earnings measures the earnings of all paid employees, including overtime pay.

Wage increases in unionized workplaces have not increased as much as average weekly earnings. Table 1 on the next page shows that the average annual negotiated wage settlement for both the public and private sector was 2.5% in 2012 and 2.3% for 2013. In the last number of years, private sector settlements had been somewhat higher than public sector settlements - but this changed last year with average settlements reaching 2.3% for the private sector compared to 2.6% for the public sector in 2012.

For 2013, the trend is showing slightly higher public sector settlements (2.5%) compared to an average 2.1% per private sector settlement.

Table 1 also shows the average annual negotiated wage settlement per employee, a calculation that takes into account the number of employees in a bargaining unit. The average private sector employee received a wage increase in 2012 of 2.5%, compared to a 2.0% wage increase for the average public sector employee. For 2013, the trend is also showing higher wage settlements for private sector employees (2.7%) than for public sector employees (1.9%).

The wage settlement information shows a depressed trend in public sector employees' wage adjustments. In 2007, 2008 and 2009, average public sector wage increases averaged 4.0%, 4.9% and 4.0% respectively. From 2010 to 2012, however, public sector wage increases began to decline to 2.3%, 2.3% and 2.0%. Government wage guidelines of 5.5% over 3 years and a tougher bargaining climate created by essential services legislation resulted in much lower wage settlements for the public sector in the last number of years.

The Labour Relations and Mediation Branch of the Ministry of Labour Relations and Workplace Safety monitors both public and private sector negotiated wage settlements in the province. The branch provided data on 19 settlements in 2013 to date, compared to a total of 35 settlements in 2011. The settlement data is based on voluntarily-submitted reports from unions and employers. The 2013 information is considered "preliminary" until all settlements that take place in 2013 are reported.

**Table 1 – Average Annual Percentage Wage Settlements
in Saskatchewan - 2000 to 2013**

Year	Total # of Settlements	% Increase per Settlement			% Increase per Employee			Sask CPI
		Total	Public	Private	Total	Public	Private	
2000	52	2.4	2.2	2.4	2.6	2.3	2.5	2.6
2001	72	2.9	2.9	3.0	2.9	2.9	2.9	3.1
2002	63	3.2	3.4	3.0	3.1	3.1	3.0	2.8
2003	45	3.0	3.2	2.9	3.0	3.1	2.8	2.3
2004	42	2.5	2.4	2.6	1.2	0.8	2.8	2.2
2005	69	2.4	2.3	2.5	2.0	2.0	2.6	2.2
2006	48	2.8	2.6	3.0	2.1	2.0	2.9	2.1
2007	54	3.6	3.7	3.6	4.0	4.0	3.4	2.8
2008	24	4.1	4.3	3.9	4.9	4.9	4.2	3.3
2009	18	4.2	4.1	4.4	4.2	4.1	4.4	1.0
2010	43	2.9	2.6	3.2	2.3	2.3	3.3	1.4
2011	63	3.0	2.8	3.1	2.4	2.3	2.8	2.8
2012	35	2.5	2.6	2.3	2.0	2.0	2.5	1.6
2013P	19	2.3	2.5	2.1	2.2	1.9	2.7	n/a

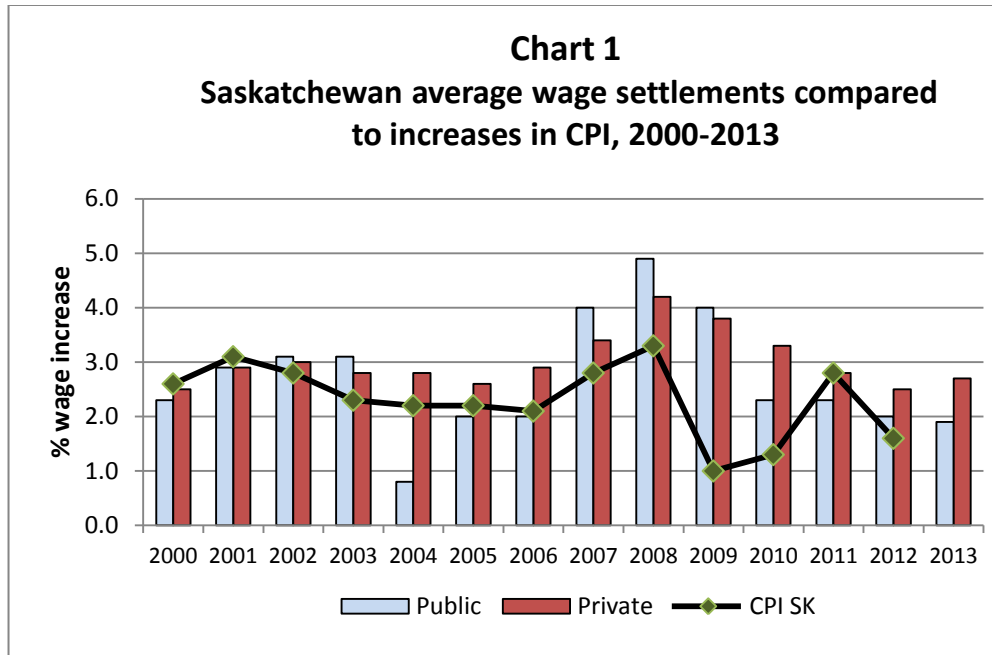
Source: Ministry of Labour Relations and Mediation, Wage Settlement Statistics, October 16, 2013
P: preliminary averages based on 19 settlements

Consumer Price Index

Appendix IV of this report provides historical information on changes in the Consumer Price Index (CPI) for Canada, Saskatchewan, Regina and Saskatoon. Inflation has been relatively low over the last number of years although Saskatchewan's CPI has been somewhat higher than the Canadian average.

How have Saskatchewan workers fared in comparison to increases in the cost of living?

Chart 1 compares public and private sector wage settlements to annual average increases in the Saskatchewan CPI. The chart shows that public sector wage increases have been, for the most part, below increases in the cost of living. In the thirteen years from 2000 to 2012, average public sector wage increases exceeded the annual increase in the CPI only seven times. Average private sector wage increases, on the other hand, were above or the same as the CPI eleven times over thirteen years.



II. Public Sector Bargaining in Saskatchewan

The largest public sector collective agreement reached in the last year was the public service agreement between the provincial government and SGEU. The agreement was ratified in May 2013 and provides the following general wage increases: 2.0% for October 2012, 1.25% for October 2013, 1.7% for October 2014 and 1.65% for October 2015. The Public Service agreement covers 12,000 provincial government workers.

The SGEU Regional Colleges bargaining unit, covering employees and instructors at six regional colleges, reached a new four-year collective agreement in June. The settlement provides general wage increases of 2.0% on September 1, 2012, 1.5% in 2013, 1.75% in 2015 as well as a one-time wage increase for instructors. Instructors will receive additional wage increase ranging from 1.1% to 8.12%.

About 25,000 health care workers in the provider health care unions CUPE, SEIU and SGEU had their collective agreements expire March 31, 2012. CUPE represents about 13,000 health care workers in one provincial agreement that covers five health care regions.

The Saskatchewan Union of Nurses will begin negotiations with SAHO next year when its agreement expires March 31, 2014.

Crown Corporations Bargaining

SaskTel and CEP (Unifor) reached a three year agreement that provides for a 2% increase in March 2013, 1.5% in 2014, and 1.9% in 2015. Both the employer and the employees will contribute an additional 0.25% to the pension plan, raising contributions to 7.25% for the employer and 4.25% for employees. The term of the agreement is March 17, 2013 to March 12, 2016.

SaskEnergy and CEP (Unifor) reached a four year collective agreement that is in effect from February 1, 2013 to January 31, 2017. The agreement provides wage increases of 2.0% for 2013, 1.8% for 2014, 1.9% for 2015 and 1.6% for 2016. There were a number of market adjustments for specific classifications as well. Both employees and the employer will increase their contributions to the pension plan by 0.25% in 2014, 0.5% in 2016 and 0.25% in 2017.

Unifor (CEP) is still in bargaining with SaskPower. Their collective agreement expired on December 31, 2012.

At the end of this year, COPE Local 397's collective agreement with Saskatchewan Government Insurance (SGI) will expire.

Saskatchewan Teachers Federation

The Saskatchewan Teachers Federation reached a tentative agreement with the SSBA and provincial government in August but that agreement was rejected by 73% of teachers in October. The agreement would have provided monetary increases of 5.5% over four years plus lump sum payments in the first two years worth 0.6% and 0.4% respectively. Teachers will be returning to the negotiation table. Their agreement expired August 31, 2013.

A number of CUPE education locals are watching the teachers' negotiations closely because they have negotiated wage increases based on what increases the STF will get. CUPE locals in both the public and separate school system in Regina and Saskatoon have had their agreements expire in 2013 and will be watching what transpires with the STF.

III. CUPE Settlements in Saskatchewan

There were 28 CUPE Locals in the province that concluded bargaining in 2013 as of the end of October. Those 28 agreements cover just under 5,000 CUPE members.

The average wage increase negotiated per settlement were:

2012:	2.8%
2013:	3.7%
2014:	3.0%
2015:	2.3%

The highest wage settlements for CUPE Locals have been in the municipal sector. There were 8 municipal settlements in 2013, with total wage increases over the term of the three year agreement ranging from 6.75% to 21%. The average CUPE municipal settlement was 10.7% over three years.

IV. Bargaining in CUPE's education sector

There were nine settlements concluded in the education sector between October 1, 2012 and October 31, 2013. The nine agreements cover 2,400 education support staff.

The average wage increases for the education sector for settlements reached in the last year were:

TABLE 2
Average Negotiated Wage Increases in
CUPE Education Sector, 2012-2013

	Average per settlement	Weighted average per member
2012	2.58%	2.23%
2013	2.35%	1.94%
2014	1.9%	1.9%

Wage Adjustments

Some of the notable achievements in the last year's bargaining in education were the negotiation of adjustments for lower wage classifications, hard-to-recruit positions and some improvements to language and benefits.

Locals 4618 (Christ the Teacher RCSSD), 4747 (Living Sky SD), 4754 (Chinook SD) and 4875 (North East SD) all negotiated specific adjustments for different classifications. Local 4618 negotiated 5% for two clerical positions, Local 4747 negotiated a larger lift for their educational assistants and higher pay for journeymen to assist in retention and recruitment.

Local 4754 bargained a wage adjustment for facility operators of 3 to 8% and Local 4875 bargained a market adjustment of 24.86% for nutrition workers and 20% for Outreach Worker II.

Improvements for Casual Workers

Two locals also negotiated improvements for casual workers. Local 4875 negotiated a new casual service recognition that pays \$1,000 for every 2080 hours worked. Local 5512 bargained wage increments for casuals based on FTE hours worked effective September 1, 2012 (previously casuals had one wage rate).

Benefit Improvements

Local 4875 (North East SD) made significant improvements to benefits. Premiums for Group Life and AD&D were previously cost-shared 50/50 with the employer. These premiums are now paid 100% by the employer. The employer used to pay half the premium costs for extended health, dental, vision and EFAP plans but will now pay 60% of the premiums.

In addition to increased employer contributions to benefit costs, the local negotiated improvements to benefit coverage. CUPE members will now have coverage under the SSBA/Manulife Dental Plan C (improvement from Plan A) and new coverage under Vision Plan A (previously the members did not have vision coverage).

SSBA Benefit Plan Improvements

All CUPE members covered by the SSBA Extended Health Care and Vision Care Benefit Plan received significant improvements effective September 1, 2013. Annual maximum coverage for medical practitioners increased from \$150 to \$300 per year. Vision Care Plan B increased eyewear coverage from \$200 to \$300 per person every 24 months under Plan A, from \$125 to \$225 per person every 24 months. Both plans have increased eye exam reimbursement from \$50 to \$100 and have added laser vision up to \$1,000 lifetime maximum.

CUPE education workers should review the Comparison of Coverage in Saskatchewan School Board Benefit Plans produced for the EWSC conference for more information on benefit coverage among education locals.

Language Improvements

Local 4799 (Horizon SD) negotiated a new clause on Apprenticeships in order to recruit and retain electricians and plumbers. The new language is below:

Article 25: Apprenticeships

Employer approved apprenticeships shall be enacted under the terms of the Apprenticeship Act of the Province of Saskatchewan. In general terms, the program will operate as follows:

- a. Apprenticeship positions shall be established in certain trades according to requirements and within the limits for training. Positions may be filled at different levels of experience within a trade.
- b. Apprentices will be given leave to attend courses required by the Apprenticeship Branch. Such leave will be partially funded by the Employer to the maximum amount that does not result in a reduction of Employment Insurance payments to the employee.
- c. The rate of pay for apprentices shall be in the first apprenticeship year 60% of the hourly rate of a newly qualified journeyperson in that position in Horizon School Division #205. This rate shall increase to 70% at the commencement of the second year of apprenticeship, 80% at the commencement of the third year of apprenticeship, and 90% at the commencement of the final year of apprenticeship.

(Local 4799/Horizon SD Collective Agreement September 1, 2012 to August 31, 2015)

Table 3: CUPE Education Wage Settlements in Saskatchewan –2013

Local	Employer	# of members	Wage Increases	Term of Agreement	Notes
4195	Sask Rivers SD	FT: 498	2012: 2% 2013: 1.5% 2014: 2%	August 31, 2012 to July 31, 2015	Bus drivers \$0.25/hr increase for extra-curricular trips, bus wash, garage & in-service. Shift diff for maintenance increased to \$1/hr. Severance pay 1 week/yr of service up to 6 months pay; new language for flex-time by mutual agreement.
4618	Christ the Teacher SD	FT: 6	2013: 3%	Sept 1, 2012 to August 31, 2015	2012: 2% for lower increments, 3% on top increment, 5% for 2 clerical positions. Negotiated language to increase same % wage increase teachers will receive each year of agreement. Improvements to bereavement leave; sick leave accumulation up from 85 to 120 day. Ability to take 5 school days w/out pay; progressive discipline language, vacation improvements. Clearer process for layoff and recall; improvements to travel allowances.
4747	Living Sky SD	FT: 352	2013: 1.5% 2014: 2.0% 2015: 2.0%	Sept 1, 2013 to August 31, 2016	Larger lift for EAs. Journeymen increased to \$31/hr for retention/recruitment. Pay for bus drivers to include ride-along pay and bus pick up.
4754	Chinook SD	FT: 113	2013: 1.5% 2014: 1.5% 2015: 2.0%	Sept 1, 2013 to August 31, 2016	Increase in shift diff from \$0.50 to \$0.75/hr. Wage adjustment for Facility Operators (3-8%) plus negotiated increase. Bus drivers increase in min payment for extracurricular trips from \$30 to \$40.
4799	Horizon SD	FT: 376	2011: 2.9% 2012: 4.33% 2013: 2.5%	Jan 1, 2011 to Aug 31, 2013	Wage grid compressed to 8 levels from 12. New apprenticeship language. All employees receive minimum 2%, 2%, 2%. EAs receive 2/5.4/2.4%
4869	South East Cornerstone SD	FT: 276	2012: 2.60% 2013: 2.60%	Sept 1, 2012 to August 31, 2014	
4875	North East SD	FT: 223	2012: 4.0% 2013: 2.0% 2014: 1.55%	Jan 1, 2012 to Aug 31, 2015	Jan 1/2012: 2%; Sept 1/2012: 2%. Market adjustment of 24.86% for Nutrition Worker, 20% for Outreach Worker II on Jan 1/12. Sept 1/13 housekeeper classification collapsed into caretaker. Casual service recognition of \$1,000 every 2080 hours. Life, AD&D premiums 100% ER paid (was 50%). Health, dental, vision & EFAP premiums 60% ER paid (was 50%) and improved coverage. \$50 increase to swimsuit allowance. Language

Local	Employer	# of members	Wage Increases	Term of Agreement	Notes
					improvements: harassment process, start date seniority, pressing matters leave increased to 3 days, facility seniority for TPHD, variable hours, work/life balance.
5123	Good Spirit SD	FT: 15	2012: 2.0%	August 1, 2012 to July 31, 2013	Local decertified then rejoined CUPE. Parties agreed to use old CA as first agreement with 2% retro pay to Sept 1/12. Many increases to bus driver compensation.
5512	Prairie South SD	FT: 360 Casual: 180	2012: 2.0%	Sept 1, 2012 – Aug 31, 2013	Effective September 1, 2012, casuals will receive wage increments based on FTE hours worked. 2% increase to shift differential, weekend premium and facility premium.
Average Wage Increase per CUPE Settlement 2012: 2.58%; 2013: 2.35%; 2014: 1.9%; 2015: 2.0%					
Weighted Wage Increase per Member 2012: 2.0%; 2013: 2.31%; 2014: 2.0%					

Appendix I

CUPE Education Local Settlements Reviewed

	Local	School Division	Date Ratified	Term of Agreement
1	4195	Saskatchewan Rivers S.D.	May 23, 2013	Aug. 1, 2012 – July 31, 2015
2	4618	Christ the Teacher RCSSD	June 24, 2013	Sept. 1, 2012 – Aug. 31, 2015
3	4747	Living Sky S.D.	Sept. 12, 2013	Sept. 1, 2013 – Aug. 31, 2016
4	4754	Chinook S.D.	Oct 10, 2013	Sept. 1, 2013 – Aug. 31, 2016
5	4799	Horizon S.D.	Sept. 25, 2013	Sept. 1, 2012 – Aug. 31, 2015
6	4869	Southeast Cornerstone S.D.	January 1, 2013	Sept. 1, 2012 – Aug. 31, 2014
7	4875	North East S.D.	May 21, 2013	Jan. 1, 2012 – Aug. 31, 2015
8	5123	Good Spirit S.D.	June 17, 2013	Aug. 1, 2012 – July 31, 2013
9	5512	Prairie South SD	June 13, 2013	Sept. 1, 2012 – Aug. 31, 2013

Appendix II

Education Locals Currently in Bargaining or with Expired Collective Agreements

	Local	School Division	Classification	Expiry Date
1	650	Regina S.D. #4	caretakers, maintenance	August 31, 2013
2	3766	Regina S.D. #4	support staff, EAs	August 31, 2013
3	4254	Prairie Spirit S.D.	all classifications	August 31, 2012
4	4643	Regina S.D. #4	clerical	August 31, 2013
5	4784	Good Spirit S.D.	all classifications	July 31, 2013
6	4802	Sun West S.D.	all classifications	August 31, 2013
7	5123	Good Spirit S.D.	bus drivers	July 31, 2013
8	5512	Prairie South S.D.	all classifications	August 31, 2013
9	8443	Saskatoon Public	all classifications	August 31, 2013

Appendix III

CUPE Education Agreements Expiry Dates (2012-2016)

		Expiry Date	# Members
2012			
Local 4254	Prairie Spirit SD	August 31, 2012	447
Local 4607	Ile a La Crosse SD #112	December 31, 2012	33
			480
2013			
Local 4784	Good Spirit SD	July 31, 2013	261
Local 5123	Good Spirit SD #204	July 31, 2013	15
Local 650	Regina SD #4	August 31, 2013	180
Local 3766	Regina SD #4	August 31, 2013	300
Local 4643	Regina SD #4	August 31, 2013	50
Local 4802	Sun West SD #207	August 31, 2013	425
Local 5512	Prairie South SD #210	August 31, 2013	540
Local 8443	Saskatoon SD	August 31, 2013	1025
Local 1125	Regina RCSSD #81	December 31, 2013	96
Local 2913	PA RCSSD #6	December 31, 2013	20
Local 2268	St. Paul's RCSSD #20	December 31, 2013	573
Local 3730	St. Paul's RCSSD #20	December 31, 2013	150
			3635
2014			
Local 885	Riling Bus	June 30, 2014	16
Local 4678	Riling Bus Co.	August 31, 2014	27
Local 4869	South East Cornerstone SD	August 31, 2014	227
Local 4797	Northwest SD #203	December 31, 2014	95
Local 5506	Holy Trinity RCSSD	December 31, 2014	145
			510
2015			
Local 4195	Sask Rivers SD #119	July 31, 2015	650
Local 5252	Prairie Valley SD #208	August 31, 2015	275
Local 4618	Christ the Teacher RCSSD	August 31, 2015	16
Local 4875	North East SD	August 31, 2015	223
Local 4799	Horizon SD	August 31, 2015	376
			1540
2016			
Local 4747	Living Sky SD	August 31, 2016	585
Local 4754	Chinook SD	August 31, 2016	358
			943
		TOTAL	7108

Appendix IV

Annual Average Percentage Change for Consumer Price Index (Not Seasonally Adjusted), All Items

Canada, Saskatchewan, Regina, Saskatoon, 2000 – 2012

YEAR	CANADA		SASKATCHEWAN		REGINA		SASKATOON	
	INDEX	% CHANGE	INDEX	% CHANGE	INDEX	% CHANGE	INDEX	% CHANGE
2000	95.4	2.7	94.4	2.6	94.4	2.6	94.5	2.6
2001	97.8	2.1	97.2	3.1	97.3	3.1	97.2	2.9
2002	100.0	2.7	100.0	2.8	100.0	2.7	100.0	2.8
2003	102.8	2.8	102.3	2.3	102.3	2.3	102.2	2.2
2004	104.7	1.8	104.6	2.2	104.6	2.2	104.3	2.1
2005	107.0	2.2	106.9	2.2	106.8	2.1	106.7	2.3
2006	109.1	2.0	109.1	2.1	108.9	2.0	109.0	2.2
2007	111.5	2.2	112.2	2.8	111.7	2.6	112.7	3.4
2008	114.1	2.3	115.9	3.3	115.2	3.1	117.1	3.9
2009	114.4	0.3	117.1	1.0	117.2	1.7	118.2	0.9
2010	116.5	1.8	118.7	1.4	118.9	1.5	119.6	1.2
2011	119.9	2.9	122.0	2.8	122.4	2.9	122.6	2.5
2012	121.7	1.5	123.9	1.6	124.6	1.8	124.4	1.5

Appendix V

Low Income Cut-offs, 2012, *after tax*

Size of Family Unit	Community Size			
	Rural Areas Outside CMA or CA ¹	Census Agglomeration (CA)		Census Metropolitan Area (CMA)
		Less than 30,000 Inhabitants ²	Between 30,000 and 99,999 Inhabitants	Between 100,000 and 499,999 Inhabitants
Current Dollars				
1 person	\$12,819	\$14,671	\$16,366	\$16,573
2 persons	\$15,602	\$17,857	\$19,920	\$20,170
3 persons	\$19,429	\$22,233	\$24,804	\$25,117
4 persons	\$24,237	\$27,739	\$30,945	\$31,335
5 persons	\$27,600	\$31,587	\$35,238	\$35,681
6 persons	\$30,609	\$35,031	\$39,080	\$39,571
7 or more persons	\$33,618	\$38,475	\$42,921	\$43,461

Source: Statistics Canada, cat. No. 75F0002M

¹ Can include some small population centres

² Includes population centres with less than 10,000 inhabitants

Appendix VI

Low Income Cut-offs, 2012, *before tax*

Size of Family Unit	Community Size			
	Rural Areas Outside CMA or CA ³	Census Agglomeration (CA)		Census Metropolitan Area (CMA)
		Less than 30,000 Inhabitants ⁴	Between 30,000 and 99,999 Inhabitants	Between 100,000 and 499,999 Inhabitants
	Current Dollars			
1 person	\$16,279	\$18,520	\$20,240	\$20,366
2 persons	\$20,266	\$23,055	\$25,196	\$25,353
3 persons	\$24,914	\$28,343	\$30,976	\$31,168
4 persons	\$30,308	\$34,414	\$37,610	\$37,843
5 persons	\$34,308	\$39,031	\$42,656	\$42,920
6 persons	\$38,695	\$44,021	\$48,109	\$48,408
7 or more persons	\$43,080	\$49,010	\$53,562	\$53,894

Source: Statistics Canada, cat. No. 75F0002M

CS/tlg.cope491

³ Can include some small population centres

⁴ Includes population centres with less than 10,000 inhabitants