

Fair wages for a better New Brunswick

CUPE workers show up every day to provide essential services to New Brunswickers. Hospital operating room cleanliness, driving safely to work and school with plowed roads and nursing home residents supported and cared for. This and many other important quality-of-life services are made possible by CUPE workers.

These workers deserve fair and real wage increases, to allow them to make ends meet. This is why flat rate bargaining is a more fair solution than percentage increases. With the current proposal of 12.5% over four years, workers with higher salaries get significant increases compared to lower-paid workers. Over time, this adds up to create an unfair wage that we must prevent because at the end of the day, the cost of bread is the same for all New Brunswickers!

In Perspective

In 2022, the median after-tax income in New Brunswick was **\$53,800**, the second lowest in Canada. The income required to purchase a house in Fredericton in July 2024 was a little over **\$70,000**.

How the 12.5% wage offer looks elsewhere in the public service

	Annual Top Salary	Top Hourly	4%	4%	2.25%	2.25%	Flat rate over 4 years	Percentage over 4 years	Annual end of 4 years	Annual increase over 4 years
NB Premier*	\$186,256.00	\$97.01	\$100.89	\$104.93	\$107.29	\$109.70	\$12.69	13.08%	\$228,177.68	\$41,921.68
Cabinet Minister*	\$145,740.00	\$75.91	\$78.95	\$82.10	\$83.95	\$85.84	\$9.93	13.08%	\$178,548.27	\$32,808.27
MLA*	\$93,126.00	\$48.50	\$50.44	\$52.46	\$53.64	\$54.84	\$6.34	13.08%	\$114,077.08	\$20,951.08
CEO NB Power**	\$624,999.00	\$325.52	\$338.54	\$352.08	\$360.00	\$368.10	\$42.58	13.08%	\$765,657.12	\$140,658.12
CEO NBLC**	\$324,999.00	\$169.27	\$176.04	\$183.08	\$187.20	\$191.41	\$22.14	13.08%	\$398,140.76	\$73,141.76
NBFT - Teacher***	\$101,315.00	\$86.59	\$90.05	\$93.66	\$95.76	\$97.92	\$11.33	13.08%	\$114,563.67	\$13,248.67
NBU - NBCC Instructor	\$82,336.80	\$43.68	\$45.43	\$47.24	\$48.31	\$49.39	\$5.71	13.08%	\$93,108.06	\$10,771.26
NBU - Medical Physicist	\$173,578.86	\$89.01	\$92.58	\$96.28	\$98.44	\$100.66	\$11.64	13.08%	\$196,286.37	\$22,707.51
NBNU - Registered Nurse	\$122,031.00	\$62.58	\$65.08	\$67.69	\$69.21	\$70.77	\$8.19	13.08%	\$137,995.04	\$15,964.04
PIPSC - Crown Prosecutor (Senior)****	\$142,279.80	\$75.48	\$79.66	\$96.10****	\$98.26	\$100.47	\$24.99	33.11%	\$189,384.01	\$47,104.21

* Based on 40 hours/week

** As of March 31, 2024

*** Based on 195 teaching days

**** this wage includes a 16% resourcing adjustment effective July 16, 2024

How the same 12.5% offer compares to CUPE Locals in Bargaining

	Annual Median Wage	Hourly Median Wage	4%	4%	2.25%	2.25%	Flat rate over 4 years	Percentage over 4 years	Annual end of 4 years	Annual increase over 4 years
CUPE Locals in Bargaining*	\$40,000**	\$23.72**	\$24.67	\$25.66	\$26.23	\$26.82	\$3.10	13.08%	\$47,315.84	\$5,473.76

* This wage discrepancy is amplified for a number of our education members, many of whom work 30 hours per week. In many cases, workers also endure layoffs at different points of the year.

** based on average hours worked annually



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