

### Small business survey finds strong support for public/private sector pay equity

**Vancouver, BC (September 26, 2012)** – BC small business employers have a message for the delegates of 2012 UBCM Convention – align over inflated public sector salaries and benefits with the private sector. A recent Coalition of BC Businesses survey of more than 600 small businesses found:

- 90% of respondents agreed that compensation for government employees should be in line with what private sector employees earn in the same jobs
- 86% agreed that pay and benefits compensation for government employees is generally higher than private sector employees, and
- 85% would support provincial legislation to establish a non-partisan Compensation Equity Board tasked with reviewing, and bringing pay and benefits compensation for provincial and municipal government employees onto a more equal footing with other British Columbians

“Compensation inequity is unfair to private sector employees and taxpayers,” said Mark von Schellwitz, Chair of the Coalition of BC Businesses. “Private sector employees have seen little wage inflation in recent years but are expected to foot the bill through their taxes to protect and inflate public sector compensation packages and pensions.”

The Coalition survey lands on the heels of a study by the Independent Contractors and Businesses Association of B.C. that found that pay and benefits packages of municipal employees are more than 30 to 40 per cent higher than what workers get doing the exact same jobs in the private sector ([http://www.icba.bc.ca/news\\_media/news\\_releases/2012-06-25.htm](http://www.icba.bc.ca/news_media/news_releases/2012-06-25.htm)).

“We hope delegates to the UBCM Convention will take note of the growing dissatisfaction with public/private sector pay inequity,” said von Schellwitz. “We are looking for support for the idea of a provincial Compensation Equity Board to be mandated to bridge the pay equity gap and bring compensation for provincial and municipal government employees in-line with other working British Columbians.

The online survey by NRG Research was commissioned by the Coalition of BC Businesses and surveyed 616 small business employers who are members of the associations that constitute the Coalition of BC Businesses.

*The Coalition of BC Businesses (coalitionbcbusiness.ca) represents 15 BC business associations. The Coalition's principal focus is the development of labour and employment policies that will help foster a positive relationship between employers and employees and a climate for new economic growth, opportunities, and jobs.*

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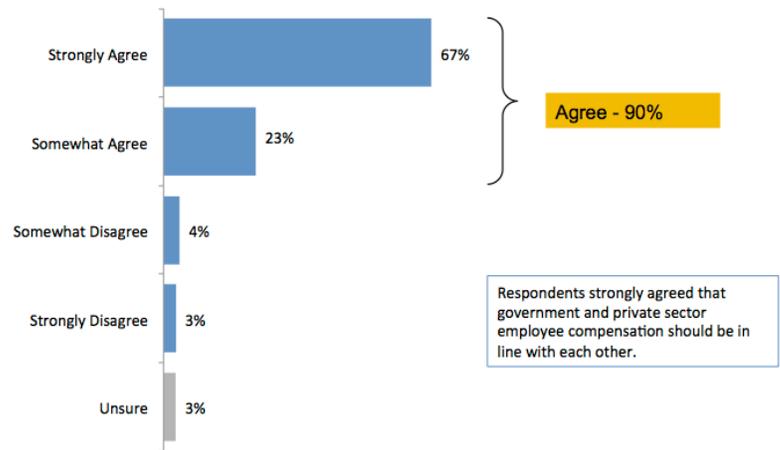
For more information, please contact:

Mark von Schellwitz, Chair      T. (604) 685-9655 | M. (604) 809-5719 | [mark@crfa.ca](mailto:mark@crfa.ca)

# Pay Equity: Private and Public Sectors

## Compensation for public and private sector workers should be in line

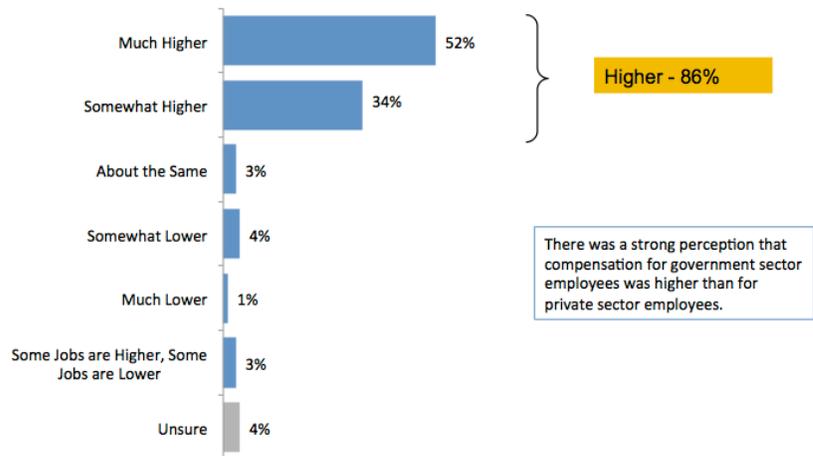
**Question:** Do you agree or disagree that compensation for government employees should be in line with what private sector employees earn in the same jobs?



Base: All respondents (n=616)

## Comparison of pay for public and private sector workers

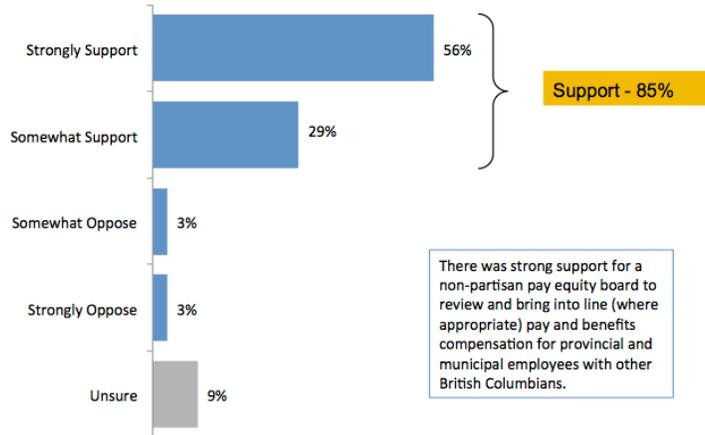
**Question:** From what you know is pay and benefits compensation for government employees generally higher, lower or about the same as for private sector employees?



Base: All respondents (n=616)

## Support or Oppose a Board to review public /private sector pay equity

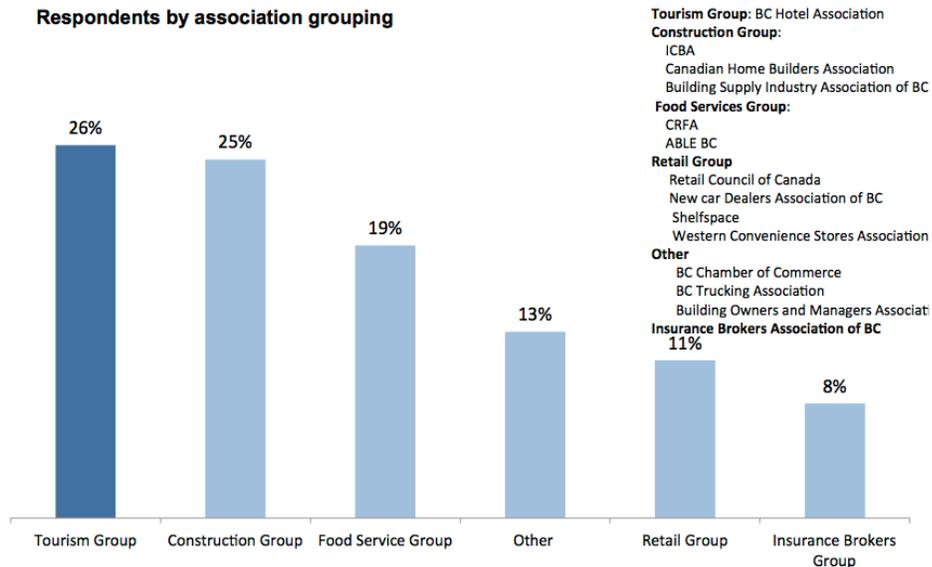
**Question:** Would you support or oppose provincial legislation to establish a non-partisan Compensation Equity Board tasked with reviewing, and where appropriate bringing pay and benefits compensation for provincial and municipal government employees onto a more equal footing with other British Columbians?



Base: All respondents (n=616)

## Characteristics of Survey Participants

### Respondents by association grouping



Base: All respondents (n=616)

**Sample:**

This survey was administered to all the members of the associations who belong to the Coalition of BC Businesses. The individual associations were each responsible for emailing the survey link to their members. By clicking on the link, individual respondents accessed the online survey hosted on a secure NRG server. A separate open link was used for participating member associations. There were a smaller number of responses from some of the associations, which makes for questionable comparisons for statistical significance between them, however, examination of the data generally shows consistency in responses between associations.

**Questionnaire:**

The survey was composed by the Coalition of BC Businesses with some suggestions from NRG on wording and ordering of questions.

**Administration:**

The survey was emailed to Coalition members starting on August 7th, 2012 with the final cut off on August 31, 2012. Times for the initial and reminder emails were staggered for different associations to best fit their schedules and member communication programs.

Data tabulation and report preparation was undertaken by NRG:  
[www.nrgresearchgroup.com](http://www.nrgresearchgroup.com)