## Overall Frequencies by Pay Plan

Q1

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP 7 | $\begin{aligned} & \text { AS } \\ & \hline 3 \end{aligned}$ | CUPE$11$ | $\begin{array}{\|r\|} \hline \text { Corrections } \\ \hline 3 \end{array}$ | Others |  |
| Unfavourable | Count | $20$ | $\begin{array}{r} 19 \\ 15.7 \% \end{array}$ | 12 |  |  |  |  | 9 | 84 |
|  | \% is: | 8.9\% |  | 7.5\% | 4.5\% | 9.1\% | $\begin{array}{r} 11 \\ 13.9 \% \end{array}$ | $25.0 \%$ | 15.3\% | 10.0\% |
| Neutral/ Unsure | Count | 5 | $\begin{array}{r} 8 \\ 6.6 \% \end{array}$ | $\begin{array}{r} 10 \\ 6.3 \% \end{array}$ | $\begin{array}{r} 4 \\ 2.6 \% \end{array}$ | $\begin{array}{r} 0 \\ 0.0 \% \end{array}$ | $\begin{array}{r} 5 \\ 6.3 \% \end{array}$ | $\begin{array}{r} 0 \\ 0.0 \% \end{array}$ | $\begin{array}{r} 5 \\ 8.5 \% \end{array}$ | 37$4.4 \%$ |
|  | \% is: | 2.2\% |  |  |  |  |  |  |  |  |
| Favourable | Count \% is: | 200 | $\begin{array}{r} 94 \\ 77.7 \% \end{array}$ | $\begin{array}{r} 137 \\ 86.2 \% \end{array}$ | $\begin{array}{r} 145 \\ 92.9 \% \end{array}$ | $\begin{array}{r} 30 \\ 90.9 \% \end{array}$ | $\begin{array}{r} 63 \\ 79.7 \% \end{array}$ | $\begin{array}{r} 9 \\ 75.0 \% \end{array}$ | $\begin{array}{r} 45 \\ 76.3 \% \end{array}$ | 723 |
|  |  | 88.9\% |  |  |  |  |  |  |  | 85.7\% |
| Total | Count | 225 | $\begin{array}{r} 121 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 159 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 156 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 33 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 79 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 12 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 59 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 844 \\ 100.0 \% \end{array}$ |
|  | \% is: | 100.0\% |  |  |  |  |  |  |  |  |

Q2

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 49 | 32 | 37 | 23 | 6 | 21 | 6 | 16 | 190 |
|  | \% is: | 22.4\% | 27.6\% | 23.3\% | 15.4\% | 19.4\% | 28.8\% | 54.5\% | 27.6\% | 23.3\% |
| Neutral/ Unsure | Count | 27 | 20 | 38 | 14 | 6 | 24 | 2 | 13 | 144 |
|  | \% is: | 12.3\% | 17.2\% | 23.9\% | 9.4\% | 19.4\% | 32.9\% | 18.2\% | 22.4\% | 17.6\% |
| Favourable | Count | 143 | 64 | 84 | 112 | 19 | 28 | 3 | 29 | 482 |
|  | \% is: | 65.3\% | 55.2\% | 52.8\% | 75.2\% | 61.3\% | 38.4\% | 27.3\% | 50.0\% | 59.1\% |
| Total | Count | 219 | 116 | 159 | 149 | 31 | 73 | 11 | 58 | 816 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q3

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 42 | 39 | 49 | 23 | 3 | 27 | 5 | 22 | 210 |
|  | \% is: | 18.8\% | 32.2\% | 30.6\% | 14.6\% | 9.1\% | 34.2\% | 41.7\% | 37.3\% | 24.9\% |
| Neutral/ Unsure | Count | 21 | 8 | 10 | 5 | 4 | 6 | 0 | 6 | 60 |
|  | \% is: | 9.4\% | 6.6\% | 6.3\% | 3.2\% | 12.1\% | 7.6\% | 0.0\% | 10.2\% | 7.1\% |
| Favourable | Count | 161 | 74 | 101 | 129 | 26 | 46 | 7 | 31 | 575 |
|  | \% is: | 71.9\% | 61.2\% | 63.1\% | 82.2\% | 78.8\% | 58.2\% | 58.3\% | 52.5\% | 68.0\% |
| Total | Count | 224 | 121 | 160 | 157 | 33 | 79 | 12 | 59 | 845 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q4

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 33 | 26 | 25 | 10 | 1 | 25 | 2 | 6 | 128 |
|  | \% is: | 14.8\% | 21.5\% | 15.7\% | 6.4\% | 3.0\% | 32.5\% | 16.7\% | 10.2\% | 15.2\% |
| Neutral/ Unsure | Count | 8 | 7 | 15 | 10 | 2 | 3 | 2 | 6 | 53 |
|  | \% is: | 3.6\% | 5.8\% | 9.4\% | 6.4\% | 6.1\% | 3.9\% | 16.7\% | 10.2\% | 6.3\% |
| Favourable | Count | 182 | 88 | 119 | 137 | 30 | 49 | 8 | 47 | 660 |
|  | \% is: | 81.6\% | 72.7\% | 74.8\% | 87.3\% | 90.9\% | 63.6\% | 66.7\% | 79.7\% | 78.5\% |
| Total | Count | 223 | 121 | 159 | 157 | 33 | 77 | 12 | 59 | 841 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q5

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 77 | 42$34.7 \%$ | 53 | 27 | 18.2\% ${ }^{6}$ | $\begin{array}{r} \hline 26 \\ 33.8 \% \end{array}$ | 3 ${ }^{4}$ | $\begin{array}{r} 21 \\ 36.2 \% \end{array}$ |  |
|  | \% is: | 34.7\% |  | 34.0\% | 17.4\% |  |  |  |  | $30.7 \%$ |
| Neutral/ Unsure | Count | 28 | $\begin{array}{r} 19 \\ 15.7 \% \end{array}$ | 27 | 19 | 6 |  | 2 | 6 |  |
|  | \% is: | 12.6\% |  | 17.3\% | 12.3\% | 18.2\% | 11.7\% | 16.7\% | 10.3\% | 13.9\% |
| Favourable | Count | 117 | $\begin{array}{r} 60 \\ 49.6 \% \end{array}$ | 76 | 109 | 21 | 42 | 6 | 31 | 462 |
|  | \% is: | 52.7\% |  | 48.7\% | 70.3\% | 63.6\% | 54.5\% | 50.0\% | 53.4\% | 55.4\% |
| Total | Count | 222 | $\begin{array}{r} 121 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 156 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 155 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 33 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 77 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 12 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 58 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 834 \\ 100.0 \% \end{array}$ |
|  | \% is: | 100.0\% |  |  |  |  |  |  |  |  |

Q6

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | $\begin{array}{r\|} \hline \mathrm{PR} \\ \hline 41 \end{array}$ | $\begin{array}{l\|} \hline \mathrm{TE} \\ \hline 28 \end{array}$ | $\begin{array}{\|c\|} \hline \mathrm{CL} \\ 30 \end{array}$ | $\begin{array}{\|l\|} \hline \text { MCP } \\ 5 \end{array}$ | AS | CUPE | Corrections | Others$13$ |  |
| Unfavourable |  |  |  |  |  | $\begin{array}{r} 4 \\ 12.1 \% \end{array}$ | $\begin{array}{r} 17 \\ 21.5 \% \end{array}$ | 8.3\% |  | 139 |
|  | \% is: | 18.1\% | 23.1\% | 18.8\% | 3.2\% |  |  |  | 22.0\% | 16.4\% |
| Neutral/ Unsure | Count | 14 | 10 | 12 | 12 | 0 | 6 | 1 | 5 | 60 |
|  | \% is: | 6.2\% | 8.3\% | 7.5\% | 7.7\% | 0.0\% | 7.6\% | 8.3\% | 8.5\% | 7.1\% |
| Favourable | Count | 171 | 83 | 118 | 139 | 29 | 56 | 10 | 41 | 647 |
|  | \% is: | 75.7\% | 68.6\% | 73.8\% | 89.1\% | 87.9\% | 70.9\% | 83.3\% | 69.5\% | 76.5\% |
| Total | Count | 226 | 121 | 160 | 156 | 33 | 79 | 12 | 59 | 846 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q7

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 46 | 32 | 31 | 21 | 4 | 18 | 3 | 12 | 167 |
|  | \% is: | 20.4\% | 26.4\% | 19.7\% | 13.5\% | 12.1\% | 22.8\% | 25.0\% | 20.3\% | 19.8\% |
| Neutral/ Unsure | Count | 53 | 24 | 39 | 44 | 7 | 21 | 3 | 9 | 200 |
|  | \% is: | 23.5\% | 19.8\% | 24.8\% | 28.4\% | 21.2\% | 26.6\% | 25.0\% | 15.3\% | 23.8\% |
| Favourable | Count | 127 | 65 | 87 | 90 | 22 | 40 | 6 | 38 | 475 |
|  | \% is: | 56.2\% | 53.7\% | 55.4\% | 58.1\% | 66.7\% | 50.6\% | 50.0\% | 64.4\% | 56.4\% |
| Total | Count | 226 | 121 | 157 | 155 | 33 | 79 | 12 | 59 | 842 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q8

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 16 | 14 | 9 | 4 | 3 | 7 | 0 | 3 | 56 |
|  | \% is: | 7.1\% | 11.7\% | 5.7\% | 2.6\% | 9.1\% | 8.9\% | 0.0\% | 5.1\% | 6.7\% |
| Neutral/ Unsure | Count | 25 | 16 | 24 | 10 | 2 | 8 | 1 | 10 | 96 |
|  | \% is: | 11.1\% | 13.3\% | 15.3\% | 6.5\% | 6.1\% | 10.1\% | 8.3\% | 16.9\% | 11.4\% |
| Favourable | Count | 185 | 90 | 124 | 140 | 28 | 64 | 11 | 46 | 688 |
|  | \% is: | 81.9\% | 75.0\% | 79.0\% | 90.9\% | 84.8\% | 81.0\% | 91.7\% | 78.0\% | 81.9\% |
| Total | Count | 226 | 120 | 157 | 154 | 33 | 79 | 12 | 59 | 840 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q9

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 86 | 63 | 77 | 42 | 8 | 43 | 4 | 29 | 352 |
|  | \% is: | 38.2\% | 52.5\% | 48.4\% | 26.9\% | 24.2\% | 54.4\% | 33.3\% | 49.2\% | 41.8\% |
| Neutral/ Unsure | Count | 54 | 24 | 27 | 30 | 7 | 19 | 2 | 13 | 176 |
|  | \% is: | 24.0\% | 20.0\% | 17.0\% | 19.2\% | 21.2\% | 24.1\% | 16.7\% | 22.0\% | 20.9\% |
| Favourable | Count | 85 | 33 | 55 | 84 | 18 | 17 | 6 | 17 | 315 |
|  | \% is: | 37.8\% | 27.5\% | 34.6\% | 53.8\% | 54.5\% | 21.5\% | 50.0\% | 28.8\% | 37.4\% |
| Total | Count | 225 | 120 | 159 | 156 | 33 | 79 | 12 | 59 | 843 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q10

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 71 | 40 | 55 | 24 | 7 | 26 | 1 | 26 | 250 |
|  | \% is: | 31.4\% | 33.1\% | 34.8\% | 15.5\% | 21.2\% | 33.8\% | 8.3\% | 44.1\% | 29.7\% |
| Neutral/ Unsure | Count | 28 | 30 | 33 | 19 | 4 | 22 | 1 | 8 | 145 |
|  | \% is: | 12.4\% | 24.8\% | 20.9\% | 12.3\% | 12.1\% | 28.6\% | 8.3\% | 13.6\% | 17.2\% |
| Favourable | Count | 127 | 51 | 70 | 112 | 22 | 29 | 10 | 25 | 446 |
|  | \% is: | 56.2\% | 42.1\% | 44.3\% | 72.3\% | 66.7\% | 37.7\% | 83.3\% | 42.4\% | 53.0\% |
| Total | Count | 226 | 121 | 158 | 155 | 33 | 77 | 12 | 59 | 841 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q11

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 59 | 40 | 67 | 24 | 5 | 33 | 3 | 18 | 249 |
|  | \% is: | 26.2\% | 33.1\% | 42.4\% | 15.4\% | 15.2\% | 41.8\% | 25.0\% | 30.5\% | 29.5\% |
| Neutral/ Unsure | Count | 30 | 22 | 26 | 17 | 1 | 16 | 2 | 8 | 122 |
|  | \% is: | 13.3\% | 18.2\% | 16.5\% | 10.9\% | 3.0\% | 20.3\% | 16.7\% | 13.6\% | 14.5\% |
| Favourable | Count | 136 | 59 | 65 | 115 | 27 | 30 | 7 | 33 | 472 |
|  | \% is: | 60.4\% | 48.8\% | 41.1\% | 73.7\% | 81.8\% | 38.0\% | 58.3\% | 55.9\% | 56.0\% |
| Total | Count | 225 | 121 | 158 | 156 | 33 | 79 | 12 | 59 | 843 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q12

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 51 | 34 | 38 | 45 | 7 | 23 | 8 | 24 | 230 |
|  | \% is: | 22.6\% | 28.6\% | 23.9\% | 28.8\% | 21.2\% | 29.9\% | 66.7\% | 40.7\% | 27.3\% |
| Neutral/ Unsure | Count | 45 | 16 | 26 | 19 | 2 | 19 | 1 | 5 | 133 |
|  | \% is: | 19.9\% | 13.4\% | 16.4\% | 12.2\% | 6.1\% | 24.7\% | 8.3\% | 8.5\% | 15.8\% |
| Favourable | Count | 130 | 69 | 95 | 92 | 24 | 35 | 3 | 30 | 478 |
|  | \% is: | 57.5\% | 58.0\% | 59.7\% | 59.0\% | 72.7\% | 45.5\% | 25.0\% | 50.8\% | 56.8\% |
| Total | Count | 226 | 119 | 159 | 156 | 33 | 77 | 12 | 59 | 841 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q13

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 57 | 31 | 33 | 28 | 3 | 19 | 1 | 17 | 189 |
|  | \% is: | 25.2\% | 25.6\% | 20.8\% | 17.9\% | 9.1\% | 24.1\% | 8.3\% | 28.8\% | 22.4\% |
| Neutral/ Unsure | Count | 21 | 9 | 13 | 12 | 1 | 7 | 2 | 4 | 69 |
|  | \% is: | 9.3\% | 7.4\% | 8.2\% | 7.7\% | 3.0\% | 8.9\% | 16.7\% | 6.8\% | 8.2\% |
| Favourable | Count | 148 | 81 | 113 | 116 | 29 | 53 | 9 | 38 | 587 |
|  | \% is: | 65.5\% | 66.9\% | 71.1\% | 74.4\% | 87.9\% | 67.1\% | 75.0\% | 64.4\% | 69.5\% |
| Total | Count | 226 | 121 | 159 | 156 | 33 | 79 | 12 | 59 | 845 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q14

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 30 | 13 | 19 | 32 | 3 | 12 | 3 | 11 | 123 |
|  | \% is: | 13.3\% | 10.8\% | 11.9\% | 20.6\% | 9.4\% | 15.6\% | 25.0\% | 18.6\% | 14.6\% |
| Neutral/ Unsure | Count | 20 | 15 | 13 | 17 | 3 | 13 | 3 | 7 | 91 |
|  | \% is: | 8.8\% | 12.5\% | 8.2\% | 11.0\% | 9.4\% | 16.9\% | 25.0\% | 11.9\% | 10.8\% |
| Favourable | Count | 176 | 92 | 127 | 106 | 26 | 52 | 6 | 41 | 626 |
|  | \% is: | 77.9\% | 76.7\% | 79.9\% | 68.4\% | 81.3\% | 67.5\% | 50.0\% | 69.5\% | 74.5\% |
| Total | Count | 226 | 120 | 159 | 155 | 32 | 77 | 12 | 59 | 840 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q15

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 32 | 25 | 24 | 23 | 1 | 17 | 3 | 15 | 140 |
|  | \% is: | 14.3\% | 21.0\% | 15.4\% | 14.7\% | 3.0\% | 21.8\% | 25.0\% | 25.4\% | 16.7\% |
| Neutral/ Unsure | Count | 103 | 40 | 82 | 58 | 14 | 29 | 5 | 19 | 350 |
|  | \% is: | 46.0\% | 33.6\% | 52.6\% | 37.2\% | 42.4\% | 37.2\% | 41.7\% | 32.2\% | 41.8\% |
| Favourable | Count | 89 | 54 | 50 | 75 | 18 | 32 | 4 | 25 | 347 |
|  | \% is: | 39.7\% | 45.4\% | 32.1\% | 48.1\% | 54.5\% | 41.0\% | 33.3\% | 42.4\% | 41.5\% |
| Total | Count | 224 | 119 | 156 | 156 | 33 | 78 | 12 | 59 | 837 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q16

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | $\begin{array}{\|c\|} \hline \text { PR } \\ \hline 17 \end{array}$ | $\begin{array}{\|c\|} \hline \mathrm{TE} \\ \hline 20 \end{array}$ | $\frac{C L}{10}$ | $\begin{array}{r\|} \text { MCP } \\ \hline 5 \end{array}$ | $\begin{array}{r} \hline \text { AS } \\ \hline 0 \end{array}$ | CUPE | Corrections | Others |  |
| Unfavourable | Count |  |  |  |  |  |  | 2 0 |  | 58 |
|  | \% is: | 7.5\% | 16.7\% | 6.3\% | 3.2\% | $\begin{array}{r} 0 \\ 0.0 \% \end{array}$ | $2.6{ }^{2}$ | 0.0\% | 6.8\% | 6.9\% |
| Neutral/ Unsure | Count \% is: | 34 | 28 | 22 | 13 | 2 | 11 | 1 | $\begin{array}{r} 12 \\ 20.3 \% \end{array}$ | $\begin{array}{r} 123 \\ 14.6 \% \end{array}$ |
|  |  | 15.0\% | 23.3\% | 13.8\% | 8.3\% | 6.1\% | 14.1\% | 8.3\% |  |  |
| Favourable | Count \% is: | 175 | 72 | 127 | 138 | 31 | 65 | 11 | 43 | 662 |
|  |  | 77.4\% | 60.0\% | 79.9\% | 88.5\% | 93.9\% | 83.3\% | 91.7\% | 72.9\% | 78.5\% |
| Total | Count \% is: | 226 | 120 | 159 | 156 | 33 | 78 | 12 | 59 | 843 |
|  |  | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q17

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 30 | 21 | 16$10.1 \%$ | 7 ${ }^{7}$ | 0.0\% | 6$7.7 \%$ | 0 | 3 ${ }^{3}$ |  |
|  | \% is: | 13.3\% |  |  |  |  |  |  |  | 83 $9.9 \%$ |
| Neutral/ Unsure | Count | $\begin{array}{r} 37 \\ 16.4 \% \end{array}$ | - 28 | 10.19 19 | $\begin{array}{r} 20 \\ 12.8 \% \end{array}$ | $\begin{array}{r} 3 \\ 9.1 \% \end{array}$ | 10$12.8 \%$ | 33 4 | 14$24.1 \%$ | 135 |
|  | \% is: |  | 23.1\% | 11.9\% |  |  |  |  |  | 16.0\% |
| Favourable | Count | $\begin{array}{r} 158 \\ 70.2 \% \end{array}$ | $\begin{array}{r} 72 \\ 59.5 \% \end{array}$ | $\begin{array}{r} 124 \\ 78.0 \% \end{array}$ | $12.8 \%$ 129 | 30$90.9 \%$ | 62$79.5 \%$ | 66.7\% ${ }^{8}$ | $\begin{array}{r} 41 \\ 70.7 \% \end{array}$ | 624$74.1 \%$ |
|  | \% is: |  |  |  | 82.7\% |  |  |  |  |  |
| Total | Count | $\begin{array}{r} 225 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 121 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 159 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 156 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 33 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 78 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 12 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 58 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 842 \\ 100.0 \% \end{array}$ |
|  | \% is: |  |  |  |  |  |  |  |  |  |

## Q18

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 39 | 18 | 15 | 26 | 4 | 10 | 1 | 11 | 124 |
|  | \% is: | 17.7\% | 15.7\% | 10.1\% | 17.2\% | 12.9\% | 13.9\% | 8.3\% | 20.8\% | 15.5\% |
| Neutral/ Unsure | Count | 57 | 50 | 41 | 37 | 8 | 19 | 4 | 15 | 231 |
|  | \% is: | 25.9\% | 43.5\% | 27.7\% | 24.5\% | 25.8\% | 26.4\% | 33.3\% | 28.3\% | 28.8\% |
| Favourable | Count | 124 | 47 | 92 | 88 | 19 | 43 | 7 | 27 | 447 |
|  | \% is: | 56.4\% | 40.9\% | 62.2\% | 58.3\% | 61.3\% | 59.7\% | 58.3\% | 50.9\% | 55.7\% |
| Total | Count | 220 | 115 | 148 | 151 | 31 | 72 | 12 | 53 | 802 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q20

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 65 | 34 | 32 | 33 | 4 | 14 | 2 | 13 | 197 |
|  | \% is: | 28.8\% | 28.1\% | 20.0\% | 21.0\% | 12.1\% | 17.7\% | 16.7\% | 22.0\% | 23.3\% |
| Neutral/ Unsure | Count | 30 | 27 | 23 | 18 | 4 | 13 | 1 | 11 | 127 |
|  | \% is: | 13.3\% | 22.3\% | 14.4\% | 11.5\% | 12.1\% | 16.5\% | 8.3\% | 18.6\% | 15.0\% |
| Favourable | Count | 131 | 60 | 105 | 106 | 25 | 52 | 9 | 35 | 523 |
|  | \% is: | 58.0\% | 49.6\% | 65.6\% | 67.5\% | 75.8\% | 65.8\% | 75.0\% | 59.3\% | 61.7\% |
| Total | Count | 226 | 121 | 160 | 157 | 33 | 79 | 12 | 59 | 847 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q21

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 79 | 46 | 56 | 37 | 6 | 27 | 5 | 21 | 277 |
|  | \% is: | 35.3\% | 38.0\% | 35.2\% | 23.7\% | 18.2\% | 34.2\% | 41.7\% | 35.6\% | 32.9\% |
| Neutral/ Unsure | Count | 47 | 31 | 30 | 34 | 5 | 11 | 3 | 15 | 176 |
|  | \% is: | 21.0\% | 25.6\% | 18.9\% | 21.8\% | 15.2\% | 13.9\% | 25.0\% | 25.4\% | 20.9\% |
| Favourable | Count | 98 | 44 | 73 | 85 | 22 | 41 | 4 | 23 | 390 |
|  | \% is: | 43.8\% | 36.4\% | 45.9\% | 54.5\% | 66.7\% | 51.9\% | 33.3\% | 39.0\% | 46.3\% |
| Total | Count | 224 | 121 | 159 | 156 | 33 | 79 | 12 | 59 | 843 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q22

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | $\frac{\mathrm{PR}}{24}$ | TE | CL | MCP | $\begin{aligned} & \text { AS } \\ & \hline 4 \end{aligned}$ | CUPE <br> 8 | Corrections <br> 4 | Others$7$ |  |
| Unfavourable | Count |  | 19 | 16 | 4 |  |  |  |  | 86 |
|  | \% is: | 10.6\% | 15.7\% | 10.0\% | 2.6\% | 12.1\% | 10.1\% | 33.3\% | 12.1\% | 10.2\% |
| Neutral/ Unsure | Count | 10 | $\begin{array}{r} 7 \\ 5.8 \% \end{array}$ | $\begin{array}{r} 9 \\ 5.6 \% \end{array}$ |  | 0 | 11$13.9 \%$ | 8.3\% ${ }^{1}$ | 6.9\% ${ }^{4}$ | 5.9\% |
|  | \% is: | 4.4\% |  |  | 5.2\% |  |  |  |  |  |
| Favourable | Count | 192 | 95$78.5 \%$ | $\begin{array}{r} 135 \\ 84.4 \% \end{array}$ | $\begin{array}{r} 143 \\ 92.3 \% \end{array}$ | $\begin{array}{r} 29 \\ 87.9 \% \end{array}$ | 60$75.9 \%$ | 7$58.3 \%$ | 47$81.0 \%$ | 708 |
|  | \% is: | 85.0\% |  |  |  |  |  |  |  | 83.9\% |
| Total | Count | 226 | $\begin{array}{r} 121 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 160 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 155 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 33 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 79 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 12 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 58 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 844 \\ 100.0 \% \end{array}$ |
|  | \% is: | 100.0\% |  |  |  |  |  |  |  |  |

Q23

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | $\begin{array}{\|c\|} \hline \text { PR } \\ \hline 16 \end{array}$ | TE | CL | MCP | $\begin{array}{l\|} \mathrm{AS} \\ \hline \end{array}$ | $\begin{array}{r\|} \hline \text { CUPE } \\ \hline 6 \end{array}$ | Corrections | Others |  |
| Unfavourable | Count |  | 14$11.8 \%$ | 13 | 2 |  |  |  | 7 | 61 |
|  | \% is: | 7.1\% |  | 8.1\% | 1.3\% | 9.1\% | 7.6\% | 0.0\% | 12.1\% | 7.2\% |
| Neutral/ Unsure | Count | 14 | $\begin{array}{r} 6 \\ 5.0 \% \end{array}$ | $\begin{array}{r} 8 \\ 5.0 \% \end{array}$ | $\begin{array}{r} 4 \\ 2.6 \% \end{array}$ | $\begin{array}{r} 1 \\ 3.0 \% \end{array}$ | $\begin{array}{r} 9 \\ 11.4 \% \end{array}$ | 33 ${ }^{4}$ | $\begin{array}{r} 0 \\ 0.0 \% \end{array}$ | 46$5.5 \%$ |
|  | \% is: | 6.2\% |  |  |  |  |  |  |  |  |
| Favourable | Count | 196 | $\begin{array}{r} 99 \\ 83.2 \% \end{array}$ | $\begin{array}{r} 139 \\ 86.9 \% \end{array}$ | $\begin{array}{r} 150 \\ 96.2 \% \end{array}$ | $\begin{array}{r} 29 \\ 87.9 \% \end{array}$ | $\begin{array}{r} 64 \\ 81.0 \% \end{array}$ | $\begin{array}{r} 8 \\ 66.7 \% \end{array}$ | 51$87.9 \%$ | 736 |
|  | \% is: | 86.7\% |  |  |  |  |  |  |  | 87.3\% |
| Total | Count | 226 | $\begin{array}{r} 119 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 160 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 156 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 33 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 79 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 12 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 58 \\ 100.0 \% \\ \hline \end{array}$ | $\begin{array}{r} 843 \\ 100.0 \% \end{array}$ |
|  | \% is: | 100.0\% |  |  |  |  |  |  |  |  |

## Q24

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 18 | 20 | 21 | 11 | 4 | 15 | 5 | 9 | 103 |
|  | \% is: | 8.1\% | 16.7\% | 13.2\% | 7.1\% | 12.5\% | 19.2\% | 41.7\% | 15.3\% | 12.3\% |
| Neutral/ Unsure | Count | 13 | 6 | 7 | 5 | 0 | 8 | 1 | 3 | 43 |
|  | \% is: | 5.8\% | 5.0\% | 4.4\% | 3.2\% | 0.0\% | 10.3\% | 8.3\% | 5.1\% | 5.1\% |
| Favourable | Count | 192 | 94 | 131 | 139 | 28 | 55 | 6 | 47 | 692 |
|  | \% is: | 86.1\% | 78.3\% | 82.4\% | 89.7\% | 87.5\% | 70.5\% | 50.0\% | 79.7\% | 82.6\% |
| Total | Count | 223 | 120 | 159 | 155 | 32 | 78 | 12 | 59 | 838 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q25

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 49 | 35 | 44 | 32 | 9 | 18 | 6 | 17 | 210 |
|  | \% is: | 21.7\% | 29.2\% | 27.5\% | 20.4\% | 27.3\% | 22.8\% | 50.0\% | 28.8\% | 24.8\% |
| Neutral/ Unsure | Count | 19 | 11 | 9 | 8 | 0 | 12 | 1 | 0 | 60 |
|  | \% is: | 8.4\% | 9.2\% | 5.6\% | 5.1\% | 0.0\% | 15.2\% | 8.3\% | 0.0\% | 7.1\% |
| Favourable | Count | 158 | 74 | 107 | 117 | 24 | 49 | 5 | 42 | 576 |
|  | \% is: | 69.9\% | 61.7\% | 66.9\% | 74.5\% | 72.7\% | 62.0\% | 41.7\% | 71.2\% | 68.1\% |
| Total | Count | 226 | 120 | 160 | 157 | 33 | 79 | 12 | 59 | 846 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q26


## Q27

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 36 | 31 | 28 | 15 | 7 | 45 | 5 | 15 | 182 |
|  | \% is: | 16.0\% | 25.6\% | 17.6\% | 9.6\% | 21.9\% | 57.7\% | 41.7\% | 25.4\% | 21.6\% |
| Neutral/ Unsure | Count | 29 | 27 | 33 | 6 | 3 | 18 | 1 | 8 | 125 |
|  | \% is: | 12.9\% | 22.3\% | 20.8\% | 3.8\% | 9.4\% | 23.1\% | 8.3\% | 13.6\% | 14.8\% |
| Favourable | Count | 160 | 63 | 98 | 136 | 22 | 15 | 6 | 36 | 536 |
|  | \% is: | 71.1\% | 52.1\% | 61.6\% | 86.6\% | 68.8\% | 19.2\% | 50.0\% | 61.0\% | 63.6\% |
| Total | Count | 225 | 121 | 159 | 157 | 32 | 78 | 12 | 59 | 843 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q28

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 31 | 21 | 17 | 9 | 1 | 15 | 0 | 5 | 99 |
|  | \% is: | 13.7\% | 17.4\% | 10.6\% | 5.7\% | 3.0\% | 19.0\% | 0.0\% | 8.5\% | 11.7\% |
| Neutral/ Unsure | Count | 30 | 18 | 27 | 9 | 5 | 15 | 5 | 4 | 113 |
|  | \% is: | 13.3\% | 14.9\% | 16.9\% | 5.7\% | 15.2\% | 19.0\% | 41.7\% | 6.8\% | 13.3\% |
| Favourable | Count | 165 | 82 | 116 | 139 | 27 | 49 | 7 | 50 | 635 |
|  | \% is: | 73.0\% | 67.8\% | 72.5\% | 88.5\% | 81.8\% | 62.0\% | 58.3\% | 84.7\% | 75.0\% |
| Total | Count | 226 | 121 | 160 | 157 | 33 | 79 | 12 | 59 | 847 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q29

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 51 | 26 | 32 | 23 | 7 | 20 | 4 | 12 | 175 |
|  | \% is: | 22.7\% | 21.5\% | 20.0\% | 14.7\% | 21.2\% | 25.3\% | 33.3\% | 20.3\% | 20.7\% |
| Neutral/ Unsure | Count | 28 | 18 | 23 | 18 | 2 | 10 | 3 | 7 | 109 |
|  | \% is: | 12.4\% | 14.9\% | 14.4\% | 11.5\% | 6.1\% | 12.7\% | 25.0\% | 11.9\% | 12.9\% |
| Favourable | Count | 146 | 77 | 105 | 115 | 24 | 49 | 5 | 40 | 561 |
|  | \% is: | 64.9\% | 63.6\% | 65.6\% | 73.7\% | 72.7\% | 62.0\% | 41.7\% | 67.8\% | 66.4\% |
| Total | Count | 225 | 121 | 160 | 156 | 33 | 79 | 12 | 59 | 845 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q30

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 54 | 34 | 38 | 29 | 7 | 22 | 2 | 13 | 199 |
|  | \% is: | 23.9\% | 28.1\% | 23.8\% | 18.5\% | 21.2\% | 27.8\% | 16.7\% | 22.0\% | 23.5\% |
| Neutral/ Unsure | Count | 17 | 11 | 20 | 16 | 3 | 13 | 4 | 9 | 93 |
|  | \% is: | 7.5\% | 9.1\% | 12.5\% | 10.2\% | 9.1\% | 16.5\% | 33.3\% | 15.3\% | 11.0\% |
| Favourable | Count | 155 | 76 | 102 | 112 | 23 | 44 | 6 | 37 | 555 |
|  | \% is: | 68.6\% | 62.8\% | 63.8\% | 71.3\% | 69.7\% | 55.7\% | 50.0\% | 62.7\% | 65.5\% |
| Total | Count | 226 | 121 | 160 | 157 | 33 | 79 | 12 | 59 | 847 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q31

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 55 | 38 | 60 | 10 | 11 | 36 | 4 | 21 | 235 |
|  | \% is: | 24.3\% | 31.4\% | 37.5\% | 6.4\% | 34.4\% | 46.2\% | 33.3\% | 35.6\% | 27.8\% |
| Neutral/ Unsure | Count | 18 | 10 | 17 | 10 | 3 | 20 | 2 | 4 | 84 |
|  | \% is: | 8.0\% | 8.3\% | 10.6\% | 6.4\% | 9.4\% | 25.6\% | 16.7\% | 6.8\% | 9.9\% |
| Favourable | Count | 153 | 73 | 83 | 137 | 18 | 22 | 6 | 34 | 526 |
|  | \% is: | 67.7\% | 60.3\% | 51.9\% | 87.3\% | 56.3\% | 28.2\% | 50.0\% | 57.6\% | 62.2\% |
| Total | Count | 226 | 121 | 160 | 157 | 32 | 78 | 12 | 59 | 845 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q32

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 45 | 37 | 27 | 23 | 7 | 16 | 2 | 13 | 170 |
|  | \% is: | 20.1\% | 30.6\% | 17.0\% | 14.6\% | 21.2\% | 20.8\% | 16.7\% | 22.0\% | 20.2\% |
| Neutral/ Unsure | Count | 34 | 16 | 26 | 24 | 0 | 16 | 3 | 9 | 128 |
|  | \% is: | 15.2\% | 13.2\% | 16.4\% | 15.3\% | 0.0\% | 20.8\% | 25.0\% | 15.3\% | 15.2\% |
| Favourable | Count | 145 | 68 | 106 | 110 | 26 | 45 | 7 | 37 | 544 |
|  | \% is: | 64.7\% | 56.2\% | 66.7\% | 70.1\% | 78.8\% | 58.4\% | 58.3\% | 62.7\% | 64.6\% |
| Total | Count | 224 | 121 | 159 | 157 | 33 | 77 | 12 | 59 | 842 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q33

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 14 | 17 | 16 | 7 | 1 | 36 | 2 | 7 | 100 |
|  | \% is: | 6.2\% | 14.0\% | 10.0\% | 4.5\% | 3.0\% | 45.6\% | 16.7\% | 11.9\% | 11.8\% |
| Neutral/ Unsure | Count | 37 | 24 | 33 | 15 | 5 | 23 | 5 | 17 | 159 |
|  | \% is: | 16.4\% | 19.8\% | 20.6\% | 9.7\% | 15.2\% | 29.1\% | 41.7\% | 28.8\% | 18.8\% |
| Favourable | Count | 175 | 80 | 111 | 133 | 27 | 20 | 5 | 35 | 586 |
|  | \% is: | 77.4\% | 66.1\% | 69.4\% | 85.8\% | 81.8\% | 25.3\% | 41.7\% | 59.3\% | 69.3\% |
| Total | Count | 226 | 121 | 160 | 155 | 33 | 79 | 12 | 59 | 845 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q34

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 53 | 33 | 29 | 21 | 4 | 25 | 2 | 12 | 179 |
|  | \% is: | 23.6\% | 27.3\% | 18.2\% | 13.4\% | 12.1\% | 31.6\% | 16.7\% | 20.3\% | 21.2\% |
| Neutral/ Unsure | Count | 59 | 40 | 59 | 25 | 10 | 32 | 4 | 21 | 250 |
|  | \% is: | 26.2\% | 33.1\% | 37.1\% | 15.9\% | 30.3\% | 40.5\% | 33.3\% | 35.6\% | 29.6\% |
| Favourable | Count | 113 | 48 | 71 | 111 | 19 | 22 | 6 | 26 | 416 |
|  | \% is: | 50.2\% | 39.7\% | 44.7\% | 70.7\% | 57.6\% | 27.8\% | 50.0\% | 44.1\% | 49.2\% |
| Total | Count | 225 | 121 | 159 | 157 | 33 | 79 | 12 | 59 | 845 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q35

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 119 | 69 | 90 | 56 | 15 | 29 | 4 | 30 | 412 |
|  | \% is: | 52.9\% | 57.0\% | 56.3\% | 35.7\% | 45.5\% | 36.7\% | 33.3\% | 50.8\% | 48.7\% |
| Neutral/ Unsure | Count | 16 | 12 | 14 | 12 | 2 | 13 | 4 | 2 | 75 |
|  | \% is: | 7.1\% | 9.9\% | 8.8\% | 7.6\% | 6.1\% | 16.5\% | 33.3\% | 3.4\% | 8.9\% |
| Favourable | Count | 90 | 40 | 56 | 89 | 16 | 37 | 4 | 27 | 359 |
|  | \% is: | 40.0\% | 33.1\% | 35.0\% | 56.7\% | 48.5\% | 46.8\% | 33.3\% | 45.8\% | 42.4\% |
| Total | Count | 225 | 121 | 160 | 157 | 33 | 79 | 12 | 59 | 846 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q36

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 81 | 48 | 57 | 36 | 9 | 25 | 6 | 20 | 282 |
|  | \% is: | 35.8\% | 39.7\% | 35.6\% | 22.9\% | 27.3\% | 31.6\% | 50.0\% | 33.9\% | 33.3\% |
| Neutral/ Unsure | Count | 22 | 19 | 14 | 18 | 4 | 16 | 2 | 11 | 106 |
|  | \% is: | 9.7\% | 15.7\% | 8.8\% | 11.5\% | 12.1\% | 20.3\% | 16.7\% | 18.6\% | 12.5\% |
| Favourable | Count | 123 | 54 | 89 | 103 | 20 | 38 | 4 | 28 | 459 |
|  | \% is: | 54.4\% | 44.6\% | 55.6\% | 65.6\% | 60.6\% | 48.1\% | 33.3\% | 47.5\% | 54.2\% |
| Total | Count | 226 | 121 | 160 | 157 | 33 | 79 | 12 | 59 | 847 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q37

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 60 | 40 | 46 | 31 | 8 | 24 | 5 | 16 | 230 |
|  | \% is: | 26.5\% | 33.1\% | 28.8\% | 19.7\% | 24.2\% | 30.4\% | 41.7\% | 27.1\% | 27.2\% |
| Neutral/ Unsure | Count | 21 | 20 | 15 | 17 | 2 | 10 | 2 | 11 | 98 |
|  | \% is: | 9.3\% | 16.5\% | 9.4\% | 10.8\% | 6.1\% | 12.7\% | 16.7\% | 18.6\% | 11.6\% |
| Favourable | Count | 145 | 61 | 99 | 109 | 23 | 45 | 5 | 32 | 519 |
|  | \% is: | 64.2\% | 50.4\% | 61.9\% | 69.4\% | 69.7\% | 57.0\% | 41.7\% | 54.2\% | 61.3\% |
| Total | Count | 226 | 121 | 160 | 157 | 33 | 79 | 12 | 59 | 847 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q38

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | $\frac{\mathrm{PR}}{29}$ | TE | CL 23 | $\begin{array}{r\|} \text { MCP } \\ \hline 17 \end{array}$ | $\begin{array}{l\|} \hline \text { AS } \\ \hline 2 \end{array}$ | $\begin{array}{r} \text { CUPE } \\ \hline 19 \end{array}$ | Corrections | Others |  |
| Unfavourable | Count |  | 24 |  |  |  |  |  |  | 121 |
|  | \% is: | 12.8\% | 19.8\% | 14.4\% | 11.0\% | 6.1\% | 24.1\% | 16.7\% | 8.5\% | 14.3\% |
| Neutral/ Unsure | Count | 11 | 6 | 13 | 7 | 2 | 3 | 1 | 3 | 46 |
|  | \% is: | 4.9\% | 5.0\% | 8.1\% | 4.5\% | 6.1\% | 3.8\% | 8.3\% | 5.1\% | 5.4\% |
| Favourable | Count | 186 | 91 | 124 | 131 | 29 | 57 | 9 | 51 | 678 |
|  | \% is: | 82.3\% | 75.2\% | 77.5\% | 84.5\% | 87.9\% | 72.2\% | 75.0\% | 86.4\% | 80.2\% |
| Total | Count | 226 | 121 | 160 | 155 | 33 | 79 | 12 | 59 | 845 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q39



## Q40

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 72 | 42 | 47 | 34 | 6 | 43 | 4 | 21 | 269 |
|  | \% is: | 32.0\% | 35.0\% | 29.4\% | 21.9\% | 18.2\% | 54.4\% | 33.3\% | 35.6\% | 31.9\% |
| Neutral/ Unsure | Count | 53 | 29 | 41 | 19 | 7 | 16 | 4 | 17 | 186 |
|  | \% is: | 23.6\% | 24.2\% | 25.6\% | 12.3\% | 21.2\% | 20.3\% | 33.3\% | 28.8\% | 22.1\% |
| Favourable | Count | 100 | 49 | 72 | 102 | 20 | 20 | 4 | 21 | 388 |
|  | \% is: | 44.4\% | 40.8\% | 45.0\% | 65.8\% | 60.6\% | 25.3\% | 33.3\% | 35.6\% | 46.0\% |
| Total | Count | 225 | 120 | 160 | 155 | 33 | 79 | 12 | 59 | 843 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q41

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 66 | 43$36.1 \%$ | 28.9\% ${ }^{46}$ | 40 | 13$39.4 \%$ | 32$41.0 \%$ | 33.3\% | 21$36.2 \%$ |  |
|  | \% is: |  |  |  |  |  |  |  |  | 31.6\% |
| Neutral/ Unsure | Count | $\begin{array}{r} 41 \\ 18.3 \% \end{array}$ | $\begin{array}{r} 16 \\ 13.4 \% \end{array}$ | $\begin{array}{r} 22 \\ 13.8 \% \end{array}$ | $\begin{array}{r} 39 \\ 25.2 \% \end{array}$ | $\begin{array}{r} 6 \\ 18.2 \% \end{array}$ | $\begin{array}{r} 10 \\ 12.8 \% \end{array}$ | $\begin{array}{r} 4 \\ 33.3 \% \end{array}$ | 13$22.4 \%$ | 151 |
|  | \% is: |  |  |  |  |  |  |  |  | 18.0\% |
| Favourable | Count | $\begin{array}{r} 117 \\ 52.2 \% \end{array}$ | $\begin{array}{r} 60 \\ 50.4 \% \end{array}$ | $\begin{array}{r} 91 \\ 57.2 \% \end{array}$ | $\begin{array}{r} 76 \\ 49.0 \% \end{array}$ | $\begin{array}{r} 14 \\ 42.4 \% \end{array}$ | $\begin{array}{r} 36 \\ 46.2 \% \end{array}$ | $\begin{array}{r} 4 \\ 33.3 \% \end{array}$ | $\begin{array}{r} 24 \\ 41.4 \% \end{array}$ | 422 |
|  | \% is: |  |  |  |  |  |  |  |  | 50.4\% |
| Total | Count | $\begin{array}{r} 224 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 119 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 159 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 155 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 33 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 78 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 12 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 58 \\ 100.0 \% \end{array}$ | $\begin{array}{r} 838 \\ 100.0 \% \end{array}$ |
|  | \% is: |  |  |  |  |  |  |  |  |  |

Q42

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | $\frac{\mathrm{PR}}{82}$ | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count |  | 48 | 43$26.9 \%$ | 35 | $\begin{array}{r} 8 \\ 24.2 \% \end{array}$ | $\begin{array}{r} \hline 28 \\ 35.4 \% \end{array}$ | $\begin{array}{r} 4 \\ 33.3 \% \end{array}$ | 22 |  |
|  | \% is: | 36.4\% | $\begin{array}{r} 40.0 \% \\ 39 \\ 32.5 \% \end{array}$ |  | 22.6\% |  |  |  | 37.3\% | $32.0 \%$ |
| Neutral/ Unsure | Count | 69 |  | $\begin{array}{r} 20.970 \\ 61 \\ 38.1 \% \end{array}$ | 27 | $\begin{array}{r} 9 \\ 27.3 \% \end{array}$ | $\begin{array}{r} 28 \\ 35.4 \% \end{array}$ | $\begin{array}{r} 5 \\ 41.7 \% \end{array}$ | $\begin{array}{r} 18 \\ 30.5 \% \end{array}$ | 256 |
|  | \% is: | 30.7\% |  |  | 17.4\% |  |  |  |  | $30.4 \%$317 |
| Favourable | Count \% is: | 74 | $\begin{array}{r} 33 \\ 27.5 \% \end{array}$ | $\begin{array}{r} 56 \\ 35.0 \% \end{array}$ | 93 | $\begin{array}{r} 16 \\ 48.5 \% \end{array}$ | $\begin{array}{r} 23 \\ 29.1 \% \end{array}$ | $\begin{array}{r} 3 \\ 25.0 \% \end{array}$ | 19 |  |
|  |  | 32.9\% |  |  | 60.0\% |  |  |  | 32.2\% | 37.6\% |
| Total | Count \% is: | 225 | 120 | 160 | 155 | 33 | 79 | 12 | 59 | 843 |
|  |  | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q43

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 33 | 22 | 12 | 30 | 7 | 19 | 2 | 9 | 134 |
|  | \% is: | 14.6\% | 18.3\% | 7.5\% | 19.4\% | 21.2\% | 24.4\% | 16.7\% | 15.3\% | 15.9\% |
| Neutral/ Unsure | Count | 62 | 38 | 45 | 30 | 4 | 31 | 2 | 18 | 230 |
|  | \% is: | 27.4\% | 31.7\% | 28.1\% | 19.4\% | 12.1\% | 39.7\% | 16.7\% | 30.5\% | 27.3\% |
| Favourable | Count | 131 | 60 | 103 | 95 | 22 | 28 | 8 | 32 | 479 |
|  | \% is: | 58.0\% | 50.0\% | 64.4\% | 61.3\% | 66.7\% | 35.9\% | 66.7\% | 54.2\% | 56.8\% |
| Total | Count | 226 | 120 | 160 | 155 | 33 | 78 | 12 | 59 | 843 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q44

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 26 | 20 | 17 | 12 | 6 | 23 | 6 | 14 | 124 |
|  | \% is: | 11.6\% | 16.5\% | 10.6\% | 7.7\% | 18.2\% | 29.5\% | 50.0\% | 23.7\% | 14.7\% |
| Neutral/ Unsure | Count | 32 | 23 | 24 | 16 | 5 | 17 | 1 | 4 | 122 |
|  | \% is: | 14.2\% | 19.0\% | 15.0\% | 10.3\% | 15.2\% | 21.8\% | 8.3\% | 6.8\% | 14.5\% |
| Favourable | Count | 167 | 78 | 119 | 128 | 22 | 38 | 5 | 41 | 598 |
|  | \% is: | 74.2\% | 64.5\% | 74.4\% | 82.1\% | 66.7\% | 48.7\% | 41.7\% | 69.5\% | 70.9\% |
| Total | Count | 225 | 121 | 160 | 156 | 33 | 78 | 12 | 59 | 844 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q45

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 28 | 21 | 15 | 20 | 5 | 23 | 2 | 8 | 122 |
|  | \% is: | 12.4\% | 17.4\% | 9.5\% | 12.9\% | 15.2\% | 29.5\% | 16.7\% | 13.6\% | 14.5\% |
| Neutral/ Unsure | Count | 75 | 40 | 44 | 38 | 8 | 32 | 4 | 25 | 266 |
|  | \% is: | 33.2\% | 33.1\% | 27.8\% | 24.5\% | 24.2\% | 41.0\% | 33.3\% | 42.4\% | 31.6\% |
| Favourable | Count | 123 | 60 | 99 | 97 | 20 | 23 | 6 | 26 | 454 |
|  | \% is: | 54.4\% | 49.6\% | 62.7\% | 62.6\% | 60.6\% | 29.5\% | 50.0\% | 44.1\% | 53.9\% |
| Total | Count | 226 | 121 | 158 | 155 | 33 | 78 | 12 | 59 | 842 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q46

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 62 | 40 | 37 | 37 | 8 | 22 | 2 | 11 | 219 |
|  | \% is: | 27.6\% | 33.1\% | 23.0\% | 23.6\% | 24.2\% | 27.8\% | 16.7\% | 19.0\% | 25.9\% |
| Neutral/ Unsure | Count | 50 | 20 | 28 | 32 | 4 | 22 | 4 | 12 | 172 |
|  | \% is: | 22.2\% | 16.5\% | 17.4\% | 20.4\% | 12.1\% | 27.8\% | 33.3\% | 20.7\% | 20.3\% |
| Favourable | Count | 113 | 61 | 96 | 88 | 21 | 35 | 6 | 35 | 455 |
|  | \% is: | 50.2\% | 50.4\% | 59.6\% | 56.1\% | 63.6\% | 44.3\% | 50.0\% | 60.3\% | 53.8\% |
| Total | Count | 225 | 121 | 161 | 157 | 33 | 79 | 12 | 58 | 846 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q47

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 99 | 50 | 70 | 50 | 14 | 34 | 7 | 21 | 345 |
|  | \% is: | 44.4\% | 41.3\% | 44.3\% | 31.8\% | 42.4\% | 43.6\% | 58.3\% | 36.2\% | 41.1\% |
| Neutral/ Unsure | Count | 49 | 34 | 36 | 27 | 8 | 19 | 3 | 18 | 194 |
|  | \% is: | 22.0\% | 28.1\% | 22.8\% | 17.2\% | 24.2\% | 24.4\% | 25.0\% | 31.0\% | 23.1\% |
| Favourable | Count | 75 | 37 | 52 | 80 | 11 | 25 | 2 | 19 | 301 |
|  | \% is: | 33.6\% | 30.6\% | 32.9\% | 51.0\% | 33.3\% | 32.1\% | 16.7\% | 32.8\% | 35.8\% |
| Total | Count | 223 | 121 | 158 | 157 | 33 | 78 | 12 | 58 | 840 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q48

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 8 | 7 | 9 | 2 | 1 | 14 | 0 | 3 | 44 |
|  | \% is: | 3.6\% | 5.8\% | 5.6\% | 1.3\% | 3.0\% | 17.7\% | 0.0\% | 5.2\% | 5.2\% |
| Neutral/ Unsure | Count | 13 | 12 | 9 | 9 | 2 | 10 | 2 | 4 | 61 |
|  | \% is: | 5.8\% | 9.9\% | 5.6\% | 5.7\% | 6.1\% | 12.7\% | 16.7\% | 6.9\% | 7.2\% |
| Favourable | Count | 204 | 102 | 142 | 146 | 30 | 55 | 10 | 51 | 740 |
|  | \% is: | 90.7\% | 84.3\% | 88.8\% | 93.0\% | 90.9\% | 69.6\% | 83.3\% | 87.9\% | 87.6\% |
| Total | Count | 225 | 121 | 160 | 157 | 33 | 79 | 12 | 58 | 845 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q49

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL 1 | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | $\begin{array}{r} 5 \\ 2.2 \% \end{array}$ | $\begin{array}{r} 2 \\ 1.7 \% \end{array}$ | 1$0.6 \%$ | $\begin{array}{r} 1 \\ 0.6 \% \end{array}$ | 0 | $\begin{array}{r} 3 \\ 3.8 \% \end{array}$ | 8.3\% ${ }^{1}$ | 0 | 13 |
|  | \% is: |  |  |  |  |  |  |  |  | 1.5\% |
| Neutral/ Unsure | Count | 2 | 7 | 4 | 6 | 2 | 2 | 1 | 1 | 25 |
|  | \% is: | 0.9\% | 5.8\% | 2.5\% | 3.8\% | 6.1\% | 2.6\% | 8.3\% | 1.7\% | 3.0\% |
| Favourable | Count | 217 | 111 | 155 | 150 | 31 | 73 | 10 | 57 | 804 |
|  | \% is: | 96.9\% | 92.5\% | 96.9\% | 95.5\% | 93.9\% | 93.6\% | 83.3\% | 98.3\% | 95.5\% |
| Total | Count | 224 | 120 | 160 | 157 | 33 | 78 | 12 | 58 | 842 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q50


Q51

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 44 | 31 | 25 | 22 | 6 | 21 | 1 | 11 | 161 |
|  | \% is: | 19.6\% | 25.8\% | 15.5\% | 14.0\% | 18.8\% | 26.6\% | 8.3\% | 19.3\% | 19.1\% |
| Neutral/ Unsure | Count | 37 | 20 | 33 | 26 | 5 | 19 | 3 | 12 | 155 |
|  | \% is: | 16.5\% | 16.7\% | 20.5\% | 16.6\% | 15.6\% | 24.1\% | 25.0\% | 21.1\% | 18.4\% |
| Favourable | Count | 143 | 69 | 103 | 109 | 21 | 39 | 8 | 34 | 526 |
|  | \% is: | 63.8\% | 57.5\% | 64.0\% | 69.4\% | 65.6\% | 49.4\% | 66.7\% | 59.6\% | 62.5\% |
| Total | Count | 224 | 120 | 161 | 157 | 32 | 79 | 12 | 57 | 842 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q52

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 73 | 42 | 40 | 54 | 7 | 23 | 4 | 18 | 261 |
|  | \% is: | 32.6\% | 34.7\% | 25.0\% | 34.4\% | 21.2\% | 29.1\% | 33.3\% | 31.0\% | 30.9\% |
| Neutral/ Unsure | Count | 47 | 23 | 25 | 30 | 10 | 14 | 2 | 16 | 167 |
|  | \% is: | 21.0\% | 19.0\% | 15.6\% | 19.1\% | 30.3\% | 17.7\% | 16.7\% | 27.6\% | 19.8\% |
| Favourable | Count | 104 | 56 | 95 | 73 | 16 | 42 | 6 | 24 | 416 |
|  | \% is: | 46.4\% | 46.3\% | 59.4\% | 46.5\% | 48.5\% | 53.2\% | 50.0\% | 41.4\% | 49.3\% |
| Total | Count | 224 | 121 | 160 | 157 | 33 | 79 | 12 | 58 | 844 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

## Q53

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 25 | 19 | 14 | 13 | 3 | 14 | 1 | 6 | 95 |
|  | \% is: | 11.2\% | 15.7\% | 8.7\% | 8.3\% | 9.1\% | 17.7\% | 8.3\% | 10.3\% | 11.3\% |
| Neutral/ Unsure | Count | 41 | 28 | 25 | 19 | 5 | 15 | 5 | 9 | 147 |
|  | \% is: | 18.3\% | 23.1\% | 15.5\% | 12.2\% | 15.2\% | 19.0\% | 41.7\% | 15.5\% | 17.4\% |
| Favourable | Count | 158 | 74 | 122 | 124 | 25 | 50 | 6 | 43 | 602 |
|  | \% is: | 70.5\% | 61.2\% | 75.8\% | 79.5\% | 75.8\% | 63.3\% | 50.0\% | 74.1\% | 71.3\% |
| Total | Count | 224 | 121 | 161 | 156 | 33 | 79 | 12 | 58 | 844 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q54

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 46 | 29 | 16 | 18 | 4 | 21 | 3 | 15 | 152 |
|  | \% is: | 20.7\% | 24.0\% | 10.0\% | 11.5\% | 12.1\% | 26.9\% | 27.3\% | 26.3\% | 18.1\% |
| Neutral/ Unsure | Count | 79 | 44 | 50 | 28 | 12 | 27 | 3 | 22 | 265 |
|  | \% is: | 35.6\% | 36.4\% | 31.3\% | 17.8\% | 36.4\% | 34.6\% | 27.3\% | 38.6\% | 31.6\% |
| Favourable | Count | 97 | 48 | 94 | 111 | 17 | 30 | 5 | 20 | 422 |
|  | \% is: | 43.7\% | 39.7\% | 58.8\% | 70.7\% | 51.5\% | 38.5\% | 45.5\% | 35.1\% | 50.3\% |
| Total | Count | 222 | 121 | 160 | 157 | 33 | 78 | 11 | 57 | 839 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

Q55

|  |  | My pay plan is: |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PR | TE | CL | MCP | AS | CUPE | Corrections | Others |  |
| Unfavourable | Count | 27 | 13 | 2 | 29 | 1 | 3 | 1 | 6 | 82 |
|  | \% is: | 12.6\% | 11.2\% | 1.3\% | 19.0\% | 3.3\% | 4.3\% | 8.3\% | 10.7\% | 10.3\% |
| Neutral/ Unsure | Count | 158 | 90 | 140 | 60 | 26 | 58 | 8 | 45 | 585 |
|  | \% is: | 73.8\% | 77.6\% | 94.0\% | 39.2\% | 86.7\% | 84.1\% | 66.7\% | 80.4\% | 73.2\% |
| Favourable | Count | 29 | 13 | 7 | 64 | 3 | 8 | 3 | 5 | 132 |
|  | \% is: | 13.6\% | 11.2\% | 4.7\% | 41.8\% | 10.0\% | 11.6\% | 25.0\% | 8.9\% | 16.5\% |
| Total | Count | 214 | 116 | 149 | 153 | 30 | 69 | 12 | 56 | 799 |
|  | \% is: | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

