

## Wages for the Sir Andrew Macphail Foundation – 2019

February 13, 2019

To the Operations committee; Doreen, Sandra and Laura,

I would like to bring staff wages to your attention for your serious consideration.

Currently the wages of the staff are as follows:

Linda Hunter (Cook)	\$14	6 or 7 Summers at the Homestead
Angela Jeffrey (Manager)	\$20	3 Summers at the Homestead
Peter Noel (Gardener/Handyman)	\$12	2 Summers at the Homestead

Some background information:

- Prince Edward Island's minimum wage will remain the highest in Atlantic Canada when it increases by 70 cents to \$12.25 per hour on April 1, 2019.  
<https://www.princeedwardisland.ca/en/news/minimum-wage-increase>
- The inflation rate is about 2% per year. <https://cupe.ca/cpi-calculator>

Minimum wage increase are beneficial to all, especially the students. Although minimum wage has increased dramatically over the last few years, higher paid wages have not been adjusted. I would like to suggest that Linda Hunter, whose cooking we depend on for a large part of our income, receive a certain percentage above minimum wage so that she will always benefit from those increases. Linda will receive EDA benefits until she is 65, another 2 years. Her dedication to the Homestead is fierce and unwavering. I would like to suggest that the foundation reward that loyalty financially.

Peter Noel has proved invaluable as a handyman and his experience in gardening is increasing every year. Peter has a genuine interest in the buildings and grounds and notices everything and brings it to my attention. All the repairs and work done to preserve the beautiful buildings in the last two years were as a direct result of his observations and concern (veranda roof, outbuildings, back door step, flood preventions). I would like to request that his wage be higher than that of our students, again, a certain percentage higher than minimum wage.

The Site Manager/Director's wage of \$20 has not increased in several years. (Five years perhaps?) I would like to remind the Operations Committee/Board that I have an education degree and a diploma in restaurant management. I use my training to enhance tourist experience, train and empower staff, run an efficient and profitable eating and tourism establishment, have created an on-line presence for the Homestead, and focus on making the Homestead a welcoming, fascinating, place to relax, learn and enjoy. I hereby request that the board consider adjusting my wage taking in to consideration my experience, education, and the current inflation rate.

Respectfully submitted

Angela Jeffrey, Site Manager (Director?)