**CUPE 3903 Salary Counterproposal**

**2023-12-11**

**New language, with respect to the 2020-2023 CA**

Language to be replaced by updated language/data {!}

*New language, with respect to the previous pass of the party {!}*

~~Language that has been removed, with respect to the 2020–2023 CA~~

*~~Language that has been removed, with respect to the previous pass of the party~~ {!}*

NOTE: The {!} symbol follows the Universal Design for Learning principle of adding a visual/text marker in addition to colour changes for accessibility. It is not part of the text of the proposed changes.

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| **Proposal #** | **UNIT Article # Title** | **CA Language 2020–23** | **Description of Changes and/or Rationale** | **CUPE Latest Proposal** |
| 21. | ALL UNITS  U1 10.04.1  U2 10.04.1  U3 10.02  SALARY RATES | **[NEW]** | Increase Wages:  Retroactive wage increases for the 2020-2023 CA; Wage Increases for the 2023-2026 CA; Inflation indexation 2025-onward | ***[December 11, 2023]***  **In recognition of the fact that Bill 124, enacted by the Ontario government in 2019, placed unconstitutional restrictions on CUPE 3903's right to free collective bargaining in negotiating contracts for the three-year period covering September 1, 2020 to August 31, 2023, all current and former members of the bargaining unit who were members of the bargaining unit during any part of the three-year period from September 1, 2020 to August 31, 2023 shall be entitled, on September 1, 2023, to the following retroactive salary increases over and above the 1% increases stipulated in the 2020-2023 collective agreement:**  **Effective September 1, 2020 and each year thereafter for the life of the 2020–2023 Collective Agreement, salary and authorized replacement rates shall be increased by *~~6%~~  4% {!}* per year. These wages will be paid retroactively to those who held a contract during the 2020–2023 Collective Agreement.**  **For the 2023-2026 Collective Agreement, salary and authorized replacement rates shall be increased by 7% effective September 1, 2023 and 7% effective September 1, 2024.**  **Effective September 1, 2025, and every September 1 thereafter, salary and authorized replacement rates for shall be increased by 5% or the CPI for the GTA measured during the 12-month period between July and July, whichever is greater.** |