2022-2025 Agreement Summary

GENERAL WAGE INCREASES *(All Employees)* 11.24%* - 13.49%:**

- ***Year 1 (Retroactive to July 1, 2022) = 0.25/hr. + 3.24%***
- ***Year 2 (July 1, 2023) = 5.5% + Up To 1.25% Cost-Of-Living-Adjustment (COLA)***
- ***Year 3 (July 1, 2024) = 2.0% + Up To 1.0% COLA***

** 0.25/hr. equivalent to 0.5% GWI ** includes full COLA of 2.25%*

LABOUR MARKET ADJUSTMENTS (LMA):

- ***Additional 1.25% LMA for Custodians:***
  0.75% (Retroactive to July 1, 2022), 0.5% (July 1, 2023)
- ***Additional 1.25% LMA for Administrative Job Families (Schedule A.3 Job Classifications):***
  0.75% (Retroactive to July 1, 2022), 0.5% (July 1, 2023)
- ***Additional 1.75% LMA for Youth Care Workers:***
  0.5% (Retroactive to July 1, 2022), 1.25% (July 1, 2023)
- ***Additional 1.75% LMA for Education Assistants:***
  0.5% (Retroactive to July 1, 2022), 1.25% (July 1, 2023)

PENSION IMPROVEMENT (TNPP/MPP EQUALIZATION):

- ***Employees in the Teamsters' National Pension Plan (TNPP) will have their employer pension contributions increased to match employer contributions for the Municipal Pension Plan (currently 9.31%) starting 60 days following ratification of contract.***
- ***Employees whose TNPP employer contributions are currently higher than the MPP rate (bus drivers, etc.) will remain at the higher level (no reduction).***

SICK LEAVE / PERSONAL BUSINESS LEAVE IMPROVEMENTS:

- ***FAMILY SICK LEAVE: Up to 2 days of sick leave per calendar year can now be used to care for immediate family if they are sick.***
- ***AUGMENTED PERSONAL BUSINESS LEAVE (APBL): lower thresholds for earning additional days***
  - 1 additional APBL day is earned for every 2 unused sick days (maximum of 3 APBL days)
  - previously required minimum of 6 remaining sick days to earn 1 additional APBL day

WORKING GROUP / PROFESSIONAL DEVELOPMENT (EA's)

- ***Focus on providing additional hours and revisiting EA Job Descriptions, requirements and wage scale to help address the EA shortage.***