



CUPE·SCFP

Summary Tentative Agreement

Wages:

The Crown's last proposal was for \$4.00 over 4 years, or \$1.00 increase in each year of the collective agreement. This translates to an across the board increase of 3.59% in each year of the agreement or 14.36% over 4 years. Because it is a flat rate increase, it will represent a larger percentage for those who have lower wages. It represents a 4.2% increase for those earning \$39,000 and a 1.8% increase for those earning \$90,000. It also translates to \$1,633 for salaried employees.

The Crown's first position was much lower at roughly \$0.33 cents, and ours much higher at \$3.25. Neither side expects to achieve their opening positions in collective bargaining.

EXAMPLES:

Year	Local 1317 – Niagara Catholic DSB School Secretary	Local 1571 – York Catholic DSB Custodian	Local 5200 – Halton CDSB EA
2022	\$23.86	\$25.06	\$26.45
2023	\$24.86	\$26.06	\$27.45
2024	\$25.86	\$27.06	\$28.45
2025	\$26.86	\$28.06	\$29.45

It took six months to convince the Crown to accept a flat rate increase. They insisted they had to negotiate the same percentage across the sector, and obviously 3.5% for most of our members costs less than it costs the government to agree to 3.5% on a teacher's salary. This is why we tabled a flat rate increase – to raise the wages of the lowest paid workers in the sector. \$1 each year on 39K = 4.2% each year. \$1 each year on 90K = 1.8% each year. We were finally able to break free of the percentage pattern the government used to tie us to the teachers.

For members whose wages are expressed as a salary and not an hourly rate, they shall receive the equivalent of \$1.00 per hour based on their work hours and workdays per year. Where there is no definition of a workday and/or work year, the salary rate shall be determined using the established practice. In the absence of an established practice it shall be increased by \$1633.

Apprenticeship Program:

A one-time Priorities and Partnerships Fund, in the amount of 4.5 million for the duration of the agreement. Funds shall be allocated based on applications received from school boards and CUPE locals for skilled trades apprenticeships.

Benefits:

All have agreed to increases that would maintain the benefit plan: 1% x 4 with a 4% increase in the last year. Other changes have also been agreed upon. The funding should be sufficient to maintain current benefits.

Sick Leave:

The trustees had sought a major concession on sick leave that has now been removed. The sick leave entitlements will remain as is and will not be touched.

Job Security:

The CTA had sought for changes to the job security language that would have given them more flexibility to cut positions and classifications. Those changes have been removed. Two new provisions have been added. The first requires the local parties to report their FTE number to the central parties. The second requires the local parties to meet within 30 days of central ratification to establish and maintain the protected complement.

Indigenous Leave:

There is an agreement to provide leave to indigenous members to attend elections and cultural events. However, the leave must be drawn from short term paid leave to a maximum of five (5) days.

Bereavement Leave:

There is an agreement to provide 3 consecutive days of bereavement leave for those who have less than that in their current collective agreements.

Funding:

There is an agreement that the funding for "Community Use of Schools" and "Support for Student Fund" formerly "Investment in System Priorities" would continue. We have also fenced in the funding to ensure that it is spent on CUPE positions and that these positions are included in the protected complement.

C14 – Specialized Job Class:

Changes to C14 have been agreed upon that would remove the requirement for Locals to have existing means to adjust compensation. However, they have also reserved for themselves the discretion to address the issue of compensation for a position that is determined to be below local market value.

Other:

Several other changes have been agreed to including:

- Changes to the central dispute resolution process
- Professional Activity Days
- LOU 2 – WSIB top up
- LOU 2 – Retirement gratuities
- LOU 2 – Sick leave to bridge Long Term Disability Waiting Period
- LOU 4 -- Education Workers Diverse and Inclusive Workforce Committee
- LOU 7 - The list of arbitrators
- LOU 10 – Ministry initiatives Committee
- LOU 12 – Provincial Working Group on Health and Safety
- LOU 13 – Learning and Services Continuity and Absenteeism Task Force