

# EMPLOYER'S LAST OFFER REJECTED BY THE BARGAINING COMMITTEE

ARTICLE NUMBER	ARTICLE NAME	UNION'S PROPOSAL	EMPLOYERS'S PROPOSAL	NOTES
16.1	Duration	A three-year agreement ending May 31, 2024.	A four year agreement, ending May 31, 2025.	
16.2	Notice to Bargain	Either party can serve notice to bargain on or after February 1, 2024.	Either party can serve notice to bargain on or after February 1, 2025	
Appendix 1	Salary Scale	3% increase June 1, 2021, 3% increase June 1, 2022, 3% increase June 1, 2023	Sept 8, 2022: ECE FT \$1,493, ECE PT \$933, ECA FT \$1,493, ECA PT \$933, Auxiliary/Casual staff \$487	The Employer has proposed a " <b>Lump Sum Payment</b> " to be paid to you on Sept 8, 2022.
Appendix 1 (Continued)	Salary Scale	*Same as above	Sept 8, 2022: 2.13% June 1, 2023: 2.23% June 1, 2024: 2%	Aside from the lump sum payment referenced above, you <b>would not</b> receive a wage increase for the first 15 months of the new agreement (June 1, 2021 – September 8, 2022)
Appendix 1 (Continued)	Salary Scale	*Same as above	Should CCOF funding be reduced, the Employer and Union shall meet to address the reduction. After six months from notice, and if the funding has not been resolved the Employer may begin to reduce wages up to 100% of the initial CCOF reduction	This means that if the CCOF funding was reduced at any time, the employer could initiate talks to reduce your wages. After 6 months, they would be able to reduce your wages, by the amount of the CCOF reduction

**UNION'S PROPOSALS  
REJECTED BY THE EMPLOYER  
NOT INCLUDED IN THE LAST OFFER VOTE**

<b>ARTICLE NUMBER</b>	<b>ARTICLE NAME</b>	<b>PROPOSAL</b>
1.10	Legislation	If the Government introduces language that provides benefits improved over the current agreement language, the legislation will apply
8.14	Unpaid Leave – Union Business or Full Time Union or Public Duties	Language proposed to include Elected Vice-Presidents of the Union
9.2	Extended Health	Increase to Vision (\$500) and Paramedical (\$500)
9.4	Dental Services Plan	Increase from 75% to 100% from the Employer paid portion
9.5	Pay Direct Drug Card (NEW)	The Employer will provide eligible regular employees and their dependants with a pay direct drug card for pharmaceuticals
15 (NEW)	Gender transition	Proposal to add language to protect the health, safety and privacy of transgender employees.
16 (New)	Domestic Violence Leave	Proposal to add language to both accommodate and protect members or their dependants suffering from domestic violence.
17	Pension Plan	Update to language that all members will remain members of the pension plan
17.3	Contribution rates	Proposal to increase the pension plan contribution rates from 5% to 6%
17.4	Definition of earnings	Proposal to update language to include "pregnancy" and "parental" to be inclusive.

**TENTATIVELY AGREED TO CHANGES  
INCLUDED IN THE EMPLOYER'S LAST OFFER**

ARTICLE NUMBER	ARTICLE NAME	TENTATIVE CHANGE
1.1	No Discrimination	Language to include "gender identity and expression" as per the <i>Human Rights Code</i>
1.11	Use of Terms	The use of gender neutral terms throughout the agreement
4.12	Reduction of Hours	Correction of a typo in the current agreement.
5.5	Board Meetings	Correction of a typo in the current agreement
6.1	Vacation Entitlement	Correction of a typo in the current agreement.
8.5	Pregnancy/Parental leave	Update to terms to gender neutral.
12.2	Appointment of Arbitrator	Eliminating the name of an Arbitrator from the agreement who passed away.