

### All Units—Wage Proposals

#	Article #	Topic	Proposal
1	U1 10.04.1 U2 10.04.1 U3 10.02	Wages	<p>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:</p> <p>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% per year. These wages will be paid retroactively to those who held a contract during the 2020–2023 Collective Agreement.</p> <p>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.</p> <p>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.</p>
1	U1 10.03.1 U3 10.02	GIA	<p>Proposal to increase Grant-in-Aid rates in the same manner and to the same degree as the proposed increases to wages (including retroactive increases for the period of 2020-2023, increases for the period of 2023-2026, and inflation indexation beginning in 2025).</p>
2	U1 10.12	GFA	<p>Proposal to increase GFA rates in the same manner and to the same degree as the proposed increases to wages (including retroactive increases for the period of 2020-2023, increases for the period of 2023-2026, and</p>

			inflation indexation beginning in 2025).
--	--	--	--