



FYI



| PLEASE POST |

Date: October 12, 2023

To: All BCGEU Members at Inter-Cultural Association of Greater Victoria

Re: New Wage Increases for 2023-2025

We are happy to announce that we have come to an agreement with ICA to increase your wages for the remaining term of your collective agreement!

Here is the chart that outlines the new increases and the changes:

	Previously Negotiated	Proposed Increase	Combined Increase
September 25, 2023	2%	5%	7%
April 1, 2024	2%	0%	2%
April 1, 2025	2%	3.5%	5.5%

The new wage rates for 2023 are retroactive to September 25th.

You can find the new Memorandum of Agreement (MOA) outlining the new increases with full details here.
<https://agreements.bcgeu.ca/pdfs/PostedFiles/Posted%202023/The%20Inter-Cultural%20Association%20of%20Greater%20Victoria%20-%20Wages%20Increases%20October%204.2023.pdf>

Your collective agreement will expire on March 31, 2026, and you can find it here:
<https://agreements.bcgeu.ca/pdfs/PostedFiles/Posted%202022/03010926.pdf>

Closer to the expiry date we will be preparing for negotiations, and we need you to step up by either joining the bargaining committee or by filling out a survey.

If you have any questions, please feel free to contact your Stewards.

In solidarity,

*Esam Hasan, Steward
Sika Patton, Steward
Mona Zeid, Steward
Kathleen Mann, Staff Representative*

MoveUP/FA-572