

CIATU Agreement-in-Committee Frequently Asked Questions (FAQ)

Many members are interested and engage with learning more about the tentative agreement the Union has negotiated to renew the CIATU Collective Agreement.

In order for members to get the information you need to make an informed decision in voting to ratify the tentative agreement, your bargaining committee has developed a summary of frequently asked questions (FAQs) the committee and job stewards have received from their colleagues.

We thought it would be helpful to share these FAQs with members as they prepare to vote on ratifying the tentative agreement.

Why does the Union recommend this tentative agreement?

The bargaining committee secured a significant wage increase and retroactivity for the first time in many years.

The committee fully supports the tentative agreement and is a great agreement for members.

As context, the wage increases negotiated under this agreement are one of the highest MoveUP has over the past few years.

How does this agreement compare to the last agreement?

The last agreement was five (5) years (2018-2023). The wage increases were between 7 percent and just over 8 percent depending upon the category.

This increases under this agreement are double, and they are achieved in half the time.

How does the retroactivity work for Year 1 of the agreement?

The 3.00% applies back to May 1, 2023. The \$2.25 per hour increase will apply on ratification.

The 3.00% retroactivity is less than inflation. Aren't we losing to inflation?

The 3.00% is potentially less in some months going back to May 1, 2023. However, the \$2.25 per hour increase upon ratification is added on top of the 3.00%.

This means that the overall wage increase is higher over Year 1 of the agreement than the current and expected rate of inflation.

Why are pension and health and welfare benefit increases paid out of the wage increases?

The past practice of negotiating overall increases with the Union deciding after bargaining how much to apply to pension and health and welfare benefits has occurred for decades.

Why is retroactivity not on the \$2.25 per hour increase?

The Union attempted to negotiate retroactivity, but the Employer would not agree with such a large overall increase in Year 1 of the agreement.

Members should be aware that this large increase will be compounded by increases in Year 2 and Year 3 of the agreement, and increases achieved in future agreements.

Why is our agreement behind other MoveUP agreements?

Collective bargaining is a complex process involving employers and the Union. Individual employer needs and employers' willingness and ability to pay for wage and benefit increases varies. Over time, larger differences between agreements can occur.

In addition, not every category between agreements is identical so wage differences can be based on the job duties as well.

How will the Union narrow the gap between our agreement and other agreements?

The Union analyzes past bargaining, similarity of work and job descriptions and categories, and the larger labour market.

For your agreement, the Union is committed to look at narrowing the gap and views this an important objective over the next few bargaining rounds.

When will the increases all take effect?

The 3.00% retroactivity will occur once members ratify and the \$2.25 per hour will be added to that 3.00% increase.

Future increases will occur on May 1, 2024 (3.25%) and May 1, 2025 (3.00%). Members will have all of the increases within the next 18 months, which are compounded.

What do the wage increases look like year over year for Categories 2, 3 and 4?

Year 1 --2023

Cat 2 --3.00 % X 28.68= 29.54 retro to May 1

\$29.54 + \$2.25 = \$31.79 = **10.84 percent more**

Cat 3 --3.00 % X 31.57= 32.52 retro to May 1

\$32.52+ \$2.25 = \$34.77= **10.13 percent more**

Cat 4 --3.00 % X 33.82= \$34.83 retro to May 1

\$34.83 + \$2.25 = \$37.08= **9.63 percent more**

Year 2 --2024

Cat 2 --\$31.79 + 3.25% =\$32.82--**14.43%**

Cat 3--\$34.77 + 3.25% =\$35.90--**13.72%**

Cat 4--\$37.08 + 3.25% = \$38.28--**13.19%**

Year 3 --2025

Cat 2 --\$32.82 + 3.00%=\$33.80--**17.86%**

Cat 3--\$35.90 + 3.00% =\$36.98--**17.14%**

Cat 4--\$38.28 + 3.00%=\$39.43--**16.59%**

As mentioned in the bargaining bulletin, your bargaining committee unanimously recommends ratification of the tentative agreement.

If you have further questions, please do not hesitate to contact your Union Representative Daniel Storms at dstorms@moveuptogether.ca between now and when the voting closes.

Voting will close on Monday, November 13, 2023 at 3:00 p.m.

In order to vote, please ensure you are registered on the MoveUP Portal which requires you to provide the Union with a private non-work email address.

In solidarity

Daniel Storms, Union Representative
Shona Dion, Bargaining Committee
Charlene Delmaestro, Bargaining Committee
Manj Garcha, Bargaining Committee
Vicki Hastie, Bargaining Committee