



Community Update - Arbitration Decision

Dear Community Members,

Earlier today, the appointed independent board of arbitration (Board) issued a final binding decision on the terms of the first collective agreement for BWG Public Library employees.

On September 29, 2023, the Ontario Labour Relations Board (OLRB) ordered the resolution of outstanding terms of the union employees' first collective agreement at the BWG Public Library by binding arbitration, which resulted in the reopening of the library to the public.

Management and staff have worked collectively to ensure a smooth reopening transition and we remain committed to providing a positive, neutral, and welcoming environment for all staff and patrons.

In January 2024, bargaining teams from CUPE Local 905 and the BWGPL presented their respective positions on the outstanding issues before the independent Board. The outstanding issues included wages, temporary employees' vacation and sick leave entitlements, the length of the agreement term, as well as paid bargaining days for the union.

Today's Board decision finalizes the remaining terms of the first collective agreement for union employees at the BWG Public Library, effective immediately through February 1, 2026.

The highlights of the new first collective agreement include:

- A 3 per cent wage increase for all BWGPL union employees for each year of the agreement
- Wage adjustments for certain positions
- A two-year term for the first collective agreement

On behalf of the Library Board, we would like to thank employees for their commitment to the community, the public library and its patrons throughout the entire process. We value the contributions and unwavering dedication of employees and look forward to continuing to work together and ensuring a healthy and positive workplace.

To our patrons - thank you for the support you have shown our Library and all its employees. The BWGPL brings so much value to our community, providing many needed services that our residents depend on. We look forward to continuing to serve you with an excellent level of service for years to come.

A handwritten signature in black ink, appearing to read 'Matthew Corbett', written over the printed name.

Thank you,
Matthew Corbett
Chief Executive Officer, Bradford West Gwillimbury Public Library

