



CURRENT STATUS OF BWG PUBLIC LIBRARY BOARD OFFER TO CUPE 905

In an effort to end the strike and reopen the BWG Public Library for in-person services, an enhanced offer was presented to CUPE 905 on August 17th, which includes:

- An average rate increase of 12.7% for two positions that were identified to be below the Simcoe County living wage. This increase will ensure that both positions receive the Simcoe County living wage rate of at least \$20.70. With this offer, the job rate for **all non-student positions will meet or exceed the Simcoe County living wage.**
- Payments equivalent to the rate increase previously offered for all red-circled employees, for the life of the collective agreement. As a result, **all red-circled employees will receive the same percentage increase as their peers.**
- An adjustment of all student rates to \$16.55, retroactively effective to January 1, 2023.
- An increase of 4.1% to the job rate for the Customer Service Representative position in 2023.
- All other positions will receive the previously offered increases of **3% for 2023, 3% for 2024, 2.5% for 2025, and 2.5% for 2026.**

This improved offer delivers an **average increase of 5.9% to 21 of the 36 library employees**, and an average increase of **4.6% overall**.

Part-time Wage Increases: Contrary to some of the concerns voiced, we can also confirm that with the exception of those who are red circled, part-time employees have regularly received wage increases over the past nine years. In addition to step increases, all employees have received annual cost of living increases every year.

Comparative Settlements with other Libraries: CUPE has agreed to the following library wage increases recently in nearby communities:

- Ajax (2020 – 2024): **1.75%, 1.75%, 2%, 2% and 2%**
- Pickering (2021 – 2024): **2.1%, 2%, 1.85% and 1.85%**
- Georgina (2021 – 2024): **2%, 2.8%, 2% and 1.75%**

