

**NEGOTIATED SALARY INCREASES AT A GLANCE:**

<b>PEA</b>		
<b>YEAR</b>	<b>Month</b>	<b>Increase</b>
<b>2019</b>	May 1	1.0% GWI + 0.75% ESD
<b>2019</b>	June 30	0.5% Ceiling Lift
<b>2019</b>	July 1	2% GWI
<b>2020</b>	July 1	2% GWI
<b>2021</b>	July 1	0.4% lift to salary grade ceilings + 2% GWI

<b>CUPE 4163, Comp. 1 &amp; 2</b>		
<b>YEAR</b>	<b>Month</b>	<b>Increase</b>
<b>2019</b>	September 1	2% - Comp 2
<b>2020</b>	April 1	2% - Comp 1
<b>2020</b>	September 1	2% - Comp 1 & Comp 2
<b>2021</b>	September 1	2% - Comp. 1 & Comp 2

<b>CUPE 4163, Comp. 3</b>		
<b>YEAR</b>	<b>Month</b>	<b>Increase</b>
<b>2019</b>	May 1	2% GWI
<b>2020</b>	May 1	2% GWI
<b>2021</b>	May 1	2% GWI

<b>CUPE 951</b>		
<b>YEAR</b>	<b>Month</b>	<b>Increase</b>
<b>2019</b>	April 1	2.0%
<b>2020</b>	April 1	2.0%
<b>2021</b>	April 1	2.0%

<b>CUPE 917</b>		
<b>YEAR</b>	<b>Month</b>	<b>Increase</b>
<b>2019</b>	April 1	2.0%
<b>2020</b>	April 1	2.0%
<b>2021</b>	April 1	2.0%

Updated: April 8, 2020