



**CUPE HEALTH WORKERS
IN COMMUNITY**
Better Care, Healthier Communities

January 19, 2023

2022 HSPBA Pay Increases Expected in Approximately Six Weeks

CUPE Local 15 HSPBA members can expect to begin receiving pay raises towards the end of next month.

Timing and delivery of the new pay rates are entirely in the hands of the employer. With the recent agreement on the formulation of wage schedules, the employer is expected to begin making the necessary payroll changes. This is expected to take about six weeks, in line with the implementation seen in comparable contract negotiations.

Pay increases negotiated as part of the 2022-2025 Health Science Professionals Bargaining Association Collective Agreement, ratified by members on December 21, 2022, will also deliver retroactive payments going back to the first pay period after April 1, 2022. Again, in line with the implementation seen in comparable contract negotiations, retroactive payments can be expected to take a further three weeks after members see the new higher rates on their pay statements.

Members can expect an average general wage increase of 3.83 percent in the first year of the new contract, ending March 31, 2023. Pay increases will be at least 5.5 percent and 2 percent in the second and third years respectively, plus any Cost of Living Adjustment (COLA) increases should inflation remain above the negotiated percentage wage increases. Over the three-year agreement, all members will see a pay increase of a minimum of approximately 12 percent to 14 percent, plus increases that may result from the comprehensive review of job classifications in 2023 and 2024.

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