

## **Nasittuq Management Proposal – Wage Reopener - Collective Bargaining Agreement expiring March 31, 2029**

Employer Offer @ 1:00 pm, April 9/25

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### 1. Wage Proposal – Option 1

wage increase across the board

April 1, 2025:	10% *
April 1, 2026:	1% or CPI, whichever is greater
April 1, 2027:	1% or CPI, whichever is greater
April 1, 2028:	1% or CPI, whichever is greater

\* indicates does not include 1% already being processed April 1 2025

### Historical CPI (Based on Ontario Numbers)

2022 (cy1): 3.5%

2023 (cy2): 3.7%

2024 (cy3): 2.2%

2025 (cy4): 2% (Forecast)

2. One Time Allowance: not accepted

42355

3. Market increases of 17%: not accepted

4. Vacation Pay: Accepted – LOU / Article language for signing attached

5. Reopening the CBA for bargaining: Not accepted due to financial risk / burden.

6. Additional wage reopener: not accepted

7. Wage Disparity: Willing to revisit but within current wage envelop offer

The employer maintains the right to add, withdraw or amend proposals on their own throughout the wage reopener process.