

APPENDIX #1
LETTER OF UNDERSATNDING
BETWEEN
CUPE LOCAL 204
AND
ANNE ROSS DAY NURSERY

RE: CLASSIFICATION ADJUSMENT-ECE II MENTOR AND PIO

For the continued maintenance of wages congruent with the Provincial Wage Bridge Benefit, as well as to ensure the salary scales of the ECE II Mentor represented by CUPE maintain an appropriate salary scale in line with the Provincial Wage Bridge. And to recognize the contribution of PIO workers and the need for a wage increase, the Union and Employer agree to the following:

1. Persons in the role of ECE II Mentor shall receive wage increases as per Provincial Wage Bridge in the category of ECE II Supervisor.
2. ECE II Mentor shall receive wage adjustments as follows:
 - a. July 1, 2022: \$23.32/hour
 - b. January 23, 2023: \$24.16/hour
 - c. January 23, 2024: \$25.00/hour
3. Persons who have not received a wage increase due to their previous status of PIO shall receive wage adjustments as follows:
 - a. January 23, 2023: 3%
 - b. January 23, 2024: 3%
4. Mikaela Reyes has been in the role of ECE II mentor since (2018) and shall continue in the role, subject to the terms and conditions contained in the Collective Agreement.
5. Elvira Pascual and Pasqualina Filleti have been in PIO positions and have not received a wage increase since on or before 2017, as such the wage increases outlined above shall be applied to their PIO rate.

Signed this 6th day of February 2024.



FOR THE UNION:

CANADIAN UNION OF PUBLIC EMPLOYEES: CUPE
LOCAL 204

Signed this 5th day of February 2024.



FOR THE EMPLOYER: Bobbette Shoffner

ANNE ROSS DAY NURSERY CENTRE