

Information for Unifor Members Who Fall Under the Wage Restraint Legislation in Bill 124

March 2021

Overview

Bill 124, the *Protecting a Sustainable Public Sector for Future Generations Act, 2019* – which became law in November 2019 – was yet another reflection of this government’s disregard for public sector workers. Unifor, along with other unions in the province, has launched a constitutional challenge to Bill 124, as the government has made it impossible for unions to engage in free and fair collective bargaining.

Who Does This Law Apply To?

The Act applies to workers who are directly employed by:

- The provincial public service
- School boards
- Universities and colleges
- Hospitals
- Not-for-profit long-term care homes
- Ornge air ambulance
- Children’s Aid Societies
- Other boards, commissions, authorities, corporations and other entities that are non-profit and receive \$1 million or more per year from the provincial government

Restrictions on Increases to Wages and Total Compensation for 3 Years

The Act restricts increases in wages to 1% in each 12-month period for a span of three years (“moderation period”). The Act also places a cap on total compensation (which includes wages) at 1% during this moderation period.

What Does This Mean for the Negotiations of My Collective Agreement?

Your bargaining committee along with your local and national representatives will be working hard on your behalf during this time. We intend to negotiate strong language on health and safety, pandemic planning and vaccinations developed from the lessons we have learned during over the last year.

While we are optimistic the court challenge on Bill 124 will be successful we know that the process will take time. We will look at unique proposals like wage reopeners or shadow wage enhancements, reflecting what we would have negotiated had Bill 124 not been in effect.

The pandemic has highlighted the incredible contributions and sacrifice of our front-line workers. We continue to have dialogue with the government on the inequity and the injustice that has resulted from Bill 124.