

Expenses

The expense budget is increasing by \$15.2m to \$887.8m. The \$15.2m increase in the expense budget relates to mainly to salaries of \$17m and benefits of 5.9m, offset by reductions in other non-salary expenses of \$4m (mainly a reallocation to salary budget), a budget reduction of \$2.7m, and increased cost recoveries of \$1m.

The salary budget increase of \$17m reflects increased costs for salary increases of \$12m and for new positions of \$5m. The salary increases include a 1% scale increase and merit increases, under the current salary agreements in place through to April 30, 2024. It is important to note that these salary agreements were put in place under Ontario Bill 124 salary scale restrictions. An Ontario Superior Court (OSC) of Justice decision has subsequently declared this legislation to be of no force and effect, however, the Ontario government is appealing this court decision. The University has committed to its employee groups to discussions on the reopener clauses in the current salary agreements given the OSC decision. The exact impacts of this on the 2023/2024 budget are uncertain at this time; updates will be provided when possible.

