



TORONTO EDUCATION WORKERS

## Tentative Agreement – November 2008 – UNIT B

# SETTLEMENT HIGHLIGHTS

*(Please note that the following are highlights of the collective agreements and that in all cases, the actual wording in the collective agreement documents shall rule.)*

### Highlights for ALL UNITS

#### Term

The length of the settlement is 4 years. The expiry date is August 31, 2012.

#### Wages

The Wage Schedule in the Collective Agreement shall be adjusted by the following percentage increases:

September 1, 2008 -	3.0%
September 1, 2009 -	3.0%
September 1, 2010 -	3.0%
September 1, 2011 -	3.0%

Total compound increase is 12.55%.

#### Retroactive pay

Wage increases are retroactive to September 1, 2008. Members will be informed about payment of retroactive pay as soon as details are confirmed.

#### Wages: Red-circled positions

Where a bargaining unit position is red-circled, the equivalent of the annual wage increase that otherwise would have been applied must be used to the benefit of the Bargaining Unit.

#### Allowances

Members receive various “allowances” under the terms of the collective agreements – such as “pay in lieu of benefits”. Under the terms of our new collective agreements, the percentage wage increases will be applied to increase such allowances (if the allowance is considered to be a “pensionable earning”). Increases to allowances are retroactive.

#### Benefits

In 2010, there will be improvements to benefits (for members who have benefits). The collective agreements will be improved in one of two ways:

Option One – A defined benefits card

Option Two – A number of improvements to the benefits (ODA improvement, physiotherapy and eyeglasses coverage improvement), but no benefits card.

#### Benefits Committee

The Provincial Table Settlement established a committee to explore ways to sustain benefits beyond 2012 at current costs. One possible route is a province-wide benefits plan for education workers.

#### Mileage

Mileage allowance increased to 42 cents/km. In the future, the mileage allowance for 4400 members will be tied to the TDSB mileage allowance.

#### Support Workers' Advisory Group

At the provincial negotiations, it was agreed that the provincial government, school boards and unions will conduct on-going discussions on many issues important to education workers.

#### Improved Access to the Ministry of Education

There will be improved CUPE access to the Ministry of Education.

#### Violence in the Workplace

At the provincial negotiations, it was agreed to establish a Violence Task Force to address the growing problem of injuries resulting from workplace violence. Unions, employers and the Ministry of Labour will be represented on the Task Force. It will report by December 2009.

### **Green Cleaning Products**

At the provincial negotiations, it was agreed that the Provincial Government would work with unions and school boards to explore ways to eliminate the use of toxic cleaning chemicals.

### **Family Day**

All members who are entitled to Statutory Holidays shall receive the paid Family Day holiday. For those who receive pay in lieu of holidays, there will be an increase of .4%; from 3% to 3.4%, in lieu of Statutory Holidays.

### **Parking**

Free parking continues.

## **UNIT B SETTLEMENT HIGHLIGHTS**

*All below are effective September 1, 2009*

### **Sick Credit Cap**

Cap on sick day credits increased from 11 to 13 per year.

### **General Interest Instructors**

General Interest Instructors are now recognized in the collective agreement. Those working more than 450 hours per year will have access to paid sick leave based on the same formula used by other Unit B employees (# of hours worked in previous year divided by 60 to a maximum of 13). The sick leave is cumulative.

### **Benefits for Seniority lists A and C**

Employees who work 950 hours per year get 100% employer-paid extended health care and semi-private as well as 90% employer-paid dental care.

### **Vacation**

Employees with more than 10 years service will receive 6% in lieu of vacation (now 5%).

### **Professional Development**

Paid Professional Development will double for ESL, LINC, LBS and Parenting Workers. International Languages Instructors will be entitled to paid Professional Development.

The Union will meet with the Employer to determine the allocation of \$134,410. in an enhancement to Professional Development Funds.

### **Posting Language**

There is now posting language specific to Seniors Daytime Program Instructors.

### **Summer Hiring**

Agreement was reached on an Employer/Union pilot project for the summer of 2009. A clear and transparent process will provide choice for members.