TORONTO EDUCATION WORKERS

Tentative Agreement – November 2008 – UNIT C

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 C SETTLEMENT HIGHLIGHTS

Professional development
$1,178,000 for Professional Development for Unit C members. Use of these funds will be determined by a joint union/management committee

Job Security - Educational Assistants
Approximately 14.8 million dollars has been provided for Educational Assistants - to be allocated in the following ways:

Step One: 194 guaranteed workdays per year (existing)
Step Two: Effective September 1, 2011: Any EA who is on a recall list as a result of layoff due to declining enrolment, will be recalled to work.
Step Three: Effective September 1, 2011: When the cost of recalling the laid off EAs has been determined, the length of the EA work day will be determined – it may be extended up to 7 hours per day.

School Office Staff
If there are funds still available from the $14.8 million when the above measures have been paid for, up to $5 per Average Daily Enrolment (ADE) will be used to offset reductions in School Office Staff. If there are still funds available after addressing reductions in School Office Staff, those funds will be used to increase School Office Staff.

Elementary Office Staff
One week extension of the work year.

Temporary Employees
A temporary employee who subsequently becomes a Seniority List A and / or Seniority List B Employee shall receive credit for all periods of employment as a Temporary Employee for the purpose of movement from Step 0 to Step 2 of the grid

School safety
A letter stating TDSB intent to maximize EA time with students.

IMI Travel
A more realistic and accountable breakdown of time/distance traveled and an increase in the maximum travel time allowable are provided.