



TORONTO EDUCATION WORKERS

Tentative agreement – November 2008 – UNIT D

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 D SETTLEMENT HIGHLIGHTS

The employer sought a long list of concessions from Unit D. These concessions were *successfully knocked back*:

- Hours of work — threatened split shift (loss of protection re: “continuous work”)
- Use of casuals
- Changes to the “Purpose” clause of the Collective Agreement
- Removal of some members from the bargaining unit
- Less union representation at disciplinary hearings
- Changes re: Postings
- Changes re: Moves
- Changes re: Percentage of part-timers and students

Unit D gains

Temporary Transfers

The length of temporary transfers was reduced from 90 to 45 working days. In exchange for the improvement regarding the length of temporary transfers, the union agreed to the following change regarding Lieu Time:

Effective 2009, there will be no carry over of lieu time. It will be paid out if not used.

(“Year” was defined in the Collective Agreement for the first time - as a calendar year.)

Postings

Postings are now required for accommodation assignments longer than 6 months.

Head Caretaker Promotion

Absences related to WSIB, religious holidays and bereavement leave won't count against employees seeking promotion to Head caretaker.

Bus Drivers

Bus drivers are now guaranteed summer work assignments. The TDSB will continue to pay the \$10 test fee and cyclical medical fee of \$150/ year.

Letter on Replacement Process

A protocol has been established to use staff within a school to replace premium positions when absent.

Caretaker Overtime

A protocol has been agreed to for sharing Caretaker overtime.

Definition of a “Complex Plant”

The definition of a “complex plant” has been amended — from 115,000 square feet to 150,000 square feet.

Uniforms

Starting in 2009, the uniform allowance will be improved by \$15 a year to \$200 a year in the final year of the collective agreement.

Letter of Understanding

“Self-identification” is now on the bid sheet for first bids back to a school, due to allocation change.

Caretaker Staffing

43 more caretakers will be hired in 2010 to improve job security and offset workload.

Image of TDSB Property

A Committee will be established to identify one or more Board-wide projects to contribute to the public's positive perception of TDSB properties.

Snow Removal

A letter has been issued regarding the TDSB's intent to call in a caretaker if 5 cm or more snow falls on a weekend.

Caretakers for Day Care Centres

(Effective Sept. 1, 2009)

There will be full-day caretaker coverage for day care centres on Easter Monday, Civic holiday and the Board-declared holiday (for Remembrance Day).

Vacation requests

There is now a deadline for employer response to an employee's request for vacation.

Professional Development

Over \$500,000 has been provided for PD days for Unit D members. Use of these funds will be determined by a joint union/management committee.

List of "Pensionable Earnings" Allowances

As noted in the Settlement Highlights, on the reverse side of this flyer, the percentage wage increases will be applied to increase allowances (if the allowance is considered to be a "pensionable earning"). Such allowances include:

- Pay in lieu of benefits
- Tool allowances
- Caretakers' certificates
- Licenses and endorsements
- Pesticide/herbicide license
- Air-cooled and marine engine mechanic branch certificate
- Lead Hand allowance
- Engineer BES Certificate