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Bill 124 Remedy and Checklist

What is it?

- Settlement as remedy for Bill 124 which imposed wage caps on CUPE Education workers.

How much?

- Across the board compensation increases for all compensation amounts to which the 1% increases applied in the 2019-22 collective agreements, which will then result in additional increases in the 2022-2026 collective agreements because the 2022-2026 compensation increases will be applied on top of the higher 2021 base rates.”
- These increases will be:
 - 0.75% for September 2019
 - 0.75% for September 2020
 - An amount to be determined by an arbitrator between 1.5% and 3.25% for September 2021
- These increases are in addition to the 1% already received in each of these years, will be compounded and included in the salary grids, wage schedules, applicable premiums and allowances that are in effect. These increases will also be pensionable.

When?

- Dependent on when the decision is made by William Kaplan. Hearing dates are scheduled for January 14 & 15, 2024. The date that the decision is given will very likely be the determination date—except in the unlikely event of a judicial review application—and will be the basis of all future timelines regarding implementation.
- Within 120 days of the determination date school boards will need to pay out all retro payments and begin paying on a go forward basis the new rate.
- Within 30 days of the determination date locals and school boards need to meet to revise collective agreements for 2019-2021 and 2022-2026 in all areas of wage schedules, allowances, premiums etc.

Who?

- Retro will be paid to all members who worked in 2019, 2020 and 2021 even if they no longer work at the board. Members who worked 2022, 2023 and 2024 will also receive retro for hours worked in those years because of the base wage increases in the remedy
- It is imperative that locals make all efforts to connect with eligible members this is a settlement of a legal matter

What's Next?

- We have crafted a checklist to support locals in ensuring that timelines are met