



Quick Update for April 19th, 2024

Bill 124 Retro - On next week's pay deposit members that worked hours from Sept 1st, 2020 to August 31st 2021 can expect to receive an extra 0.75% pay for every hour worked during that school year. This was awarded by an arbitrator after various unions took the government to court over their mandated 1% increase which stripped us of our bargaining rights. Any questions about your retro pay should be directed to the board as we have no way of knowing if your calculations are correct or not based on your hours worked, positions you covered or any overtime you may have worked. You can contact the board at payroll@hwdsb.on.ca. **Please see the memo attached from HR and Payroll from the employer on retro payments.**

GMM Meeting this Sunday – We have a union meeting this Sunday morning, starting at 10am at the HWETL office where we've been meeting thanks to the generosity of the HWETL Executive and members. Arrive early, have a snack, read last month's minutes and be ready to start promptly at 10am. And yes, we can set aside time to talk about the social media issues that many members are talking about this week. Please note that nominations for all electable positions will not happen until next month's meeting.

EasyConnect – Not really surprising that EasyConnect has issues. But, lately some of our members have been submitting absences and clicking on "no coverage required". That option is for maintenance people only as they don't have coverage when absent from work. All caretaking absences require coverage and any members clicking on "no coverage required" will run the risk of discipline from the employer for intentionally short staffing your school. We have casuals looking for work on EasyConnect daily and they are members just like anyone else.

What's The Big Deal About 10 Minutes? – Every once in a while we need to remind all members – full time, part time, casual, probation, day shift or afternoon shift – BE ON TIME. The expectation is to be on site and ready to work at the start of your shift. Not walking in 10 minutes late with Tim's or Mcd's and saying "What's the big deal – there's other people here." It's time fraud to put hours on your time sheet that you weren't at work for. Our employer doesn't tolerate time fraud. Plain and simple. If you value your job, don't be lazy when it comes to being on time.

Upcoming Vacations – Janna our office admin will be on vacation from April 26th to May 22nd. I will be covering the office, answering calls and at the office twice a week during that time. Please remember that in 90% of situations – your supervisor should be your first call for workplace issues. Any calls after 4pm should be for life threatening emergencies only.

From May 17th to June 4th I will be on vacation and Pat Amatangelo will be filling in for me.

In Solidarity,

Darlene
President, CUPE 4153

On November 7, 2019, Bill 124 was enacted. This legislation limited compensation increases to one percent for unionized and non-unionized public sector employees, including teachers and other school board employees.

On February 14, 2024, the Ministry of Education issued a memo that provided information regarding the Memoranda of Settlement reached between various education sector unions and the Crown concerning the Protecting a Sustainable Public Sector for Future Generations Act, 2019 (Bill 124), which had previously limited public sector salary increases to 1% per annum.

This memo outlined remedies in the form of retroactive compensation for those employee groups who were included in the Memoranda of Settlement.

Q&A on Remedy Payments Related to Bill 124

This FAQ document will be updated as new information becomes available.

1) Who is eligible for retroactive payments?

Eligible employees are those employed during the 2019-20 to 2021-22 school years, including those with employment during the 2022-23 school year and beyond, as the retroactive increases impact the ongoing salary grids.

- CUPE
- DECE
- HWETL
- HWOTL
- OSSTF ESL
- OSSTF OCTU
- OSSTF PSSP
- OSSTF T/OT

2) Are non-union employees eligible for the remedy?

Non-unionized staff groups such as NUCE, and PASS (excluding supervisory officers and directors) will be eligible for Bill 124 retroactive payments. PASS eligibility begins in the 2020-2021 school year.

3) What are the details of the retroactive payments?

The retroactive payments include compensation increases for specific periods:

- 0.75% on September 1, 2019 (in addition to the original 1% increase);
- another 0.75% on September 1, 2020 (in addition to the original 1% increase); and
- another 2.75% on September 1, 2021 (in addition to the original 1% increase)

These increases will be compounded annually and included in the salary grids, wage schedules, applicable premiums, and applicable allowances and will form the bases for applying the salary and wage increases from the 2022-2026 collective agreements.

For 2022-23 and 2023-24, additional retroactive amounts shall also be calculated for:

- The school year beginning September 1, 2022, using the new September 1, 2021, salary/wage grid, and
- The school year beginning September 1, 2023, using the new September 1, 2021, salary/wage grid.

Vacation payouts (if applicable) and SEB recalculations will be done by June 8, 2024.

NOTE – If you get vacation pay on every pay, then it will be processed on the same dates as the retro.

Note: For CUPE and DECE staff, the new 2022-23 and 2023-24 salary grids will also reflect additional amounts ratified through their 2022-26 collective bargaining agreements.

4) When will the retroactive payments be paid to impacted employees?

All groups identified in question 1 and 2 except NUCE, CUPE and DECE

2019-2020 – April 11, 2024

2020-2021 – April 25, 2024

2021-2022, 2022-2023 and 2023-2024 – May 9, 2024

CUPE and ECE

2019-2020 – April 11, 2024

2020-2021 – April 25, 2024

2021-2022 - May 9, 2024

2022-2023 – May 23, 2024 (payment will include remedy as well as new CA increase)

2023-2024 – June 6, 2024 (payment will include remedy as well as new CA increase)

NUCE

Schedule still being developed. Timelines on this Q&A will be updated shortly.

5) Will I receive this retroactive payment at the same time as my regular pay?

Yes. The retroactive payment will be processed on the same pay schedule as your regular pay. The pay amounts will be included on your pay stubs.

6) How do read my pay stub?

Your paystub will have the same codes it normally does for your regular pay.

- RETRO – Line that shows the retro amount being paid on the amount you normally receive under code REG.
- REG_TS – line that shows the retro amount being paid on timesheets, combined with current pay.
- DAYS_NOT_PAID – Includes days where pay was deducted, i.e. strike days, unpaid sick days, etc.
- The retro for allowances is included under the appropriate allowance code (please note that this code will include the retro as well as current). Examples of allowance codes: SHF PREM, RATE DIF, ELEM LRT, DES ETE, ELEM DEG, AST HEAD, HEAD, GRD ADJ, BESC, etc.
- VVAC% NP – Line shows retro paid from vacation pay that you normally receive under code VACATION PAY.

7) What types of earnings are included in the retroactive payment calculation?

All compensation that received the 1% increase in the 2019-2022 contracts (e.g. shift premiums and eligible allowances) will be eligible for retroactive compensation.

➤ What types of earnings are not included in the retroactive payment calculation?

Compensation that did not receive the 1% increase in 2019-2022 contracts will not be eligible for retroactive compensation.

8) What do I need to do to ensure that I receive the retroactive payment?

The payment will be automatically deposited into your account using the current banking information on file. No further action is required.

9) I am no longer employed by the Board and have changed my bank account. How will my retroactive payment be deposited?

Please email the payroll@hwdsb.on.ca your new banking information.

10) How will the retroactive payments be reflected on my T4 slip?

Retroactive payments will be reflected on your 2024 T4 slip and do not require adjustments to previous T4 slips from prior years.

11) What happens to retroactive payments for an employee who is now deceased?

Retroactive payments for an employee, who is now deceased, will be made to the estate of the deceased employee. This ensures that any outstanding payments owed to the employee are properly disbursed according to legal and administrative procedures.

➤ If the deceased employee's information is already on file, do I need to take any action?

If the deceased employee's information is already on file with the school board, no further action is required. The retroactive payments will be processed and disbursed to the estate of the deceased employee based on the existing records.

➤ What should I do if the information for the deceased employee needs to be provided or updated?

If information for the deceased employee needs to be provided or updated, you will need to contact Human Resources via email at humanresources@hwdsb.on.ca. Guidance will be provided on the necessary steps to submit the required information and ensure that the retroactive payments are correctly processed and disbursed to the estate of the deceased employee.

12) What happens if, during the Bill 124 period, I changed positions, changed FTE, was not employed for the full period, or became employed by another Board between 2019-2024?

If, during the period 2019-2024, you changed positions, changed FTE, were not employed for the full period, or became employed with another Board, your retroactive payments will be pro-rated based on your actual period of employment and Full-Time Equivalent (FTE) status in the above referenced employee groups.

If you worked at multiple school boards during the applicable Bill 124 period, each school board is responsible for processing the retroactive payment related to the period and FTE, for which you worked for them.

13) Is the retroactive pay pensionable?

Yes, the retroactive pay is pensionable. This means that the retroactive payments will be considered as part of your pensionable earnings, and contributions will be made to your pension plan based on these payments.

14) Will other statutory deductions, such as taxes and employment insurance, apply to the retroactive pay?

Yes, all required statutory deductions, including taxes, employment insurance, and other applicable deductions, will be taken from the retroactive pay. Your retroactive payments will be subject to the same statutory deductions as your regular salary or wages to ensure compliance with legal and regulatory requirements.

15) How much money should I expect to receive as a result of the retroactive payment?

This amount will vary from employee to employee. For your reference, the remedy is being calculated as follows:

Using the starting grid remuneration (pay) as of August 31, 2019

September 1, 2019: 0.75% increase for Bill 124 remedy in addition to the original 1% increase

September 1, 2020: 0.75% increase for Bill 124 remedy in addition to the original 1% increase

September 1, 2021: 2.75% increase for Bill 124 remedy in addition to the original 1% increase

16) Whom can I contact if I have specific questions about how my retroactive payments were calculated?

Once you have received the full remedy for your retroactive payment, please review your pay stub statements which can be found on the Employee Web Portal. If, after reviewing your statements, you still have specific questions about how your retroactive payments were calculated, you can direct your inquiries in writing to payroll@hwdsb.on.ca. Please note that response times will vary based on the volume of inquiries received.