



## CHANGES TO LUMP SUM PAYMENT

The December Newsletter was released December 8, 2015. Yesterday December 9, 2015 we received new updated information from OSBCC (CUPE Ontario – School Board Sector) with respect to the details of the Retroactive Payment and for the Lump Sum payment. This new information included some much needed clarification however some information conflicted with what TLDSB and CUPE had agreed with regarding the payout dates.

**The Lump Sum payment will now be made by February 15, 2016 and not January 22, 2016 as was reported in the CUPE 997 December Newsletter.**

**Copied below are the new details negotiated.**

Boards shall adjust their current salary grids and wage schedules in accordance with the following schedule:

- September 1, 2014
  - 0%
- September 1, 2015
  - Elimination of the half year delay in grid movement
  - 1% of earned wages as a part of this bargaining unit as a lump sum payment to all members covered by the collective agreement
- September 1, 2016
  - 1% adjustment to the salary grids and wage schedules and to positions of responsibility allowances
- February 1, 2017
  - 0.5% adjustment to the salary grids and wage schedules and to positions of responsibility allowances.

## Method of payment for September 1, 2015 (lump sum equivalent)

- 1% of earned wages earned in the 2014-15 school year as a lump sum payment to all employees (including those on the casual list) of this bargaining unit who are actively employed or on an approved paid leave, paid sick leave or statutory leave as at December 4, 2015.
- Permanent employees on a statutory leave for any part of 2014-15 will not be adversely affected. The lump sum equivalent to 1% of annualized 2014-2015 wages/salary will be adjusted as if they earned their normal salary/wage for the period of the time on the statutory leave.
- Employees on an approved deferred salary leave in the 2015-2016 year on December 4, 2015, (eg. 4 over 5) shall nevertheless receive a lump sum equivalent to 1% of annualized 2014-2015 wages/salary as if they earned their normal salary/wage for that period of the time.
- Newly hired employees of this bargaining unit who started after September 1, 2015 and who are actively employed or on an approved paid leave, paid sick leave or statutory leave as at December 4, 2015, will be paid 1% of annualized 2015-2016 wages/salary .
- Amounts are payable by February 15, 2016 or 30 days after local ratification, whichever is later.
- Newly hired employees who started after September 1, 2015 and who received a 1% lump sum as part of another bargaining unit of the same employer are not eligible to receive a lump sum under the provisions above.