

OSSTF/FEESO Bill 115 Charter Remedy Summary

Appeal and Dismissal of Application

- The Crown will not appeal the judgement of Justice Lederer as far as it relates to OSSTF/FEESO.
- The outcome of any remedy determinations with respect to the other Union applicants will have no bearing on the OSSTF/FEESO settlement.
- OSSTF/FEESO will consent to an order to dismiss the court application without prejudice to either OSSTF/FEESO or the Crown.

Compensation for Loss of Sick Leave Gratuities

- A total of \$25 million will be provided to compensate all OSSTF/FEESO members who, as of August 31, 2012:
 - Had non-vested sick leave gratuities or service gratuities for which they received a wind-up payout, or
 - Had vested sick leave gratuities which were to be paid out upon retirement.
- Members will receive lump sum payments, with all non-vested members receiving one amount and all vested members receiving another amount.
- Preliminary calculations indicate that non-vested members should receive approximately \$1,000 and vested members should receive approximately \$500.
- As more accurate data is received, more precise amounts will be calculated for the two lump sums.
- The payments do not apply to members who were receiving payments from their employers to RRSP plans.

Compensation for Losses Due to Grid Delay

- An amount of approximately \$23 million will be targeted toward compensating members who were impacted by the 97-day grid delay in 2012-2013 and 2013-2014.
- Each affected member will receive an amount equal to 50% of the loss they incurred due to grid delay in those two school years.

Compensation for Losses Due to Unpaid Day

- Approximately \$8 million will be used to provide teachers with a paid day off due to the requirements of Bill 115.
- Each teacher will be entitled to take one day off with pay during either the 2017-2018 or 2018-2019 school year with replacement by an Occasional Teacher.
- The date of the paid day off is at the discretion of each individual teacher subject to some restrictions.

Compensation for Legal Costs

- The Crown will reimburse OSSTF/FEESO for its legal costs associated with the court application.
- OSSTF/FEESO has determined that the money received will be used to enhance member engagement funds as opposed to offsetting legal expenses.