



Elementary Teachers' Federation of Ontario
(ETFO)

Fédération des enseignantes et des enseignants
de l'élémentaire de l'Ontario (FEEO)

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BILL 124 REMEDY: Q&A

February 13, 2024

When should I expect to receive retroactive pay owed to me as a result of the Bill 124 remedy?

Under the terms agreed to by the parties during central bargaining, the government is required to provide school boards with the funding necessary to implement the Bill 124 remedy within **60 days** after the release of Arbitrator Kaplan's award on the Year 3 remedy for 2019-2022 collective agreements.

The amount that the government is required to provide is inclusive of the Year 1 and Year 2 remedy agreed to during central bargaining, i.e., an additional 0.75% increase in each of those years. Total Bill 124 remedy is as follows:

- For Year 1 (Sept 1, 2019 - Aug 31, 2020)
 - An additional 0.75% increase will be applied to wages, i.e., **1% + 0.75%**
- for Year 2 (Sept 1, 2020 - Aug 31, 2021)
 - An additional 0.75% increase will be applied to wages, i.e., **1% + 0.75%**
- for Year 3 (Sept 1, 2021 to Aug 31, 2022)
 - An additional 2.75% increase will be applied to wages, i.e., **1% + 2.75%**

This means that the total wage increase for 2019-2022 collective agreements becomes **7.25%**. Compounded, the total percentage increase is **7.41%**.

School boards are to apply the Bill 124 remedy to all salary grids, wage schedules, applicable premiums and applicable allowances where the 1% annual salary increases from the 2019-2022 agreements were applied. Retroactive amounts are to be calculated and paid by school boards within **120 days** of the release of Arbitrator Kaplan's award. Arbitrator Kaplan's award was issued on February 9, 2024, which means eligible members should receive any retroactive pay owing no later than June 8, 2024.

Who is eligible to receive retroactive pay?

Members Employed During the Wage Freeze Period of 2019-2022

If you were an ETFO member between September 1, 2019 and August 31, 2022, you were directly impacted by the wage freeze and are eligible to receive:



1. **Bill 124 remedy retroactive pay** for the period of time you worked and in accordance with your FTE status between September 1, 2019 and August 31, 2022 and
2. **Retroactive payment owed as of September 1, 2022 onward based on the grid adjustment** required by the implementation of the Bill 124 remedy

Members Employed After the Wage Freeze Period

If you became an ETFO member on or after September 1, 2022, you are eligible to receive:

1. **Retroactive payment owed as of September 1, 2022 onward based on the grid adjustment** required by the implementation of the Bill 124 remedy

For example:

An ETFO member has been actively at work since September 1, 2019 , and has remained actively at work and receiving pay until the date their school board pays out the Bill 124 payment adjustment.		The member's total retroactive pay (Bill 124 remedy retroactive pay + grid adjustment retroactive pay) would cover the period from September 1, 2019 to the date the school board issues the Bill 124 payment adjustment.
An ETFO member has been actively at work since September 1, 2022 , and has remained actively at work and receiving pay until the date their school board pays out the Bill 124 payment adjustment.		The member's total retroactive pay (grid adjustment retroactive pay) would cover the period September 1, 2022 to the date the school board issues the Bill 124 payment adjustment.

Is this the only increase I can expect to receive as a result of 2022 central bargaining?

Education Worker Members

In addition to the Bill 124 remedy increases, education worker members will receive a wage increase of \$1 per hour that would be applied for all job classifications in each year of education worker collective agreements as follows:

- September 1, 2022: \$1 per hour increase (retroactive)
- September 1, 2023: \$1 per hour increase (retroactive)
- September 1, 2024: \$1 per hour increase
- September 1, 2025: \$1 per hour increase
- The equivalent of \$1 per hour would be applied for education worker members for whom pay is expressed as a salary.

This compensation is to be paid no later than 30 days after ratification of your local collective agreement.

Teacher and Occasional Teacher Members

In addition to the Bill 124 remedy, teacher and occasional teacher members will be entitled to additional increases and retroactive payment once the wage and other increases for 2022-2026 collective agreements have been determined at the wage arbitration hearing.

The wage arbitration hearing dates are September 10 and 11, 2024. Arbitrator William Kaplan will be chairing the wage arbitration hearing. ETFO members will receive more information about the wage arbitration hearing closer to the hearing dates.

Can you tell me exactly the amount of retroactive pay I should expect to receive due to the Bill 124 remedy?

The amount of retroactive pay received will vary from member to member, depending on how long the member was actively at work and receiving pay between September 1, 2019 and the date their school board issues the Bill 124 payment adjustment.

The amount of retroactive pay could be affected by different types of paid work done by a member with the school board on or after September 1, 2019, including:

- moving from full-time to part-time work (or vice versa)
- moving from occasional work to permanent work (or vice versa)

The amount of retroactive pay will also be affected if a member took an unpaid leave of absence, sick leave or a statutory leave.

All these changes in work status, and their impact on pay, would be captured in the school board's payroll system.

How will the Bill 124 remedy affect my current salary grid/wage scale/daily occasional rate?

The most current salary grid/wage scale/daily occasional rate in your collective agreement is dated September 1, 2021.

Within 120 days of the date of Arbitrator Kaplan's Bill 124 award, you can expect the amounts in that salary grid/wage scale/daily occasional rate to increase to reflect the Bill 124 remedy (i.e., 4.25% increase, compounded).

Your local will be receiving estimated salary grids, wage scales and daily occasional rates from ETFO that include the Bill 124 remedy and will be sharing that information with you.

Does the Bill 124 remedy apply to responsibility allowances, degree allowances, teacher-in-charge allowances, etc., received as on or after September 1, 2019?

Bill 124 remedy terms stipulate that the remedy applies to any salary grids, wage schedules, applicable premiums and applicable allowances that were increased by 1% annually in ETFO 2019-2022 collective agreements.

How will I know if my school board has provided me with the full retroactive pay owing to me as a result of the Bill 124 payment adjustment?

Members who have questions about the retroactive pay they receive due to the Bill 124 payment adjustment should contact their payroll departments as soon as possible after the payment is issued by the school board.

Members should ensure that their questions to payroll are provided in writing (i.e., by email) and that they receive a response in writing from their payroll department.

Members who have concerns about the response they receive from payroll about their Bill 124 payment adjustment should contact their ETFO local. Be prepared to provide your local with a copy of your written communication to payroll, as well as payroll's written response.

I have a question about the Bill 124 remedy? Where can I go to get an answer?

You can send your question to [ETFO Collective Bargaining Communications](#).

ETFO is making every effort to respond to members' questions as soon possible, but there may be a delay due to the high volume of questions we are receiving at this time.