



Elementary Teachers' Federation of Ontario (ETFO)

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

136 Isabella Street, Toronto, ON M4Y 0B5

Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

Waterloo Teacher Local Bill 124 Remedy Arbitration Award

As part of the terms of the ETFO 2022-2026 Teacher/Occasional Teacher (T/OT) and Education Worker (EW) Central Agreements, ETFO and the government agreed that, in addition to the 1% annual increases negotiated during the 2019 round of bargaining, further compensation increases will be applied to ETFO salaries, wage schedules, daily occasional rates and applicable allowances (“wages”) as follows:

- for September 1, 2019 to August 31, 2020 (Year 1): An additional 0.75% increase will be applied to wages (**i.e., 1% + 0.75%**);
- for September 1, 2020 to August 31, 2021 (Year 2): An additional 0.75% increase will be applied to wages (**i.e., 1% + 0.75%**); and
- for September 1, 2021 to August 31, 2022 (Year 3): Arbitrator Kaplan would determine the additional increase applied to wages. His decision identified this additional increase at 2.75% (**i.e., 1% + 2.75%**).

The Bill 124 remedy will be applied to the salary grids, wages and daily OT rates of all ETFO members retroactive to the 2019-20 school year, and it will result in permanent changes (increases) to members’ salaries, wages and daily OT rates. These increases are also pensionable.

Updated Bill 124 Remedy Salary Grids for 2019-22 Collective Agreement:

Teachers shall be paid according to the following schedule for the period commencing September 1, 2019, to August 31, 2020:

	AX	A1	A2	A3	A4
0	43,783	47,352	49,240	54,878	58,152
1	46,835	50,651	52,897	58,858	62,385
2	49,881	53,946	56,560	62,828	66,745
3	52,920	57,232	60,227	66,799	71,117
4	55,976	60,535	63,895	70,775	75,486
5	59,022	63,859	67,560	74,760	79,848
6	61,063	67,127	71,224	78,732	84,216
7	64,063	70,423	74,889	82,715	88,588
8	67,060	73,719	78,549	86,692	92,968
9	70,062	77,015	82,217	90,672	97,339
10	73,473	80,745	85,879	94,655	101,735
11	75,495	-	-	-	-

Teachers shall be paid according to the following schedule for the period commencing September 1, 2020, to August 31, 2021:

	AX	A1	A2	A3	A4
0	44,549	48,181	50,101	55,838	59,169
1	47,655	51,538	53,823	59,888	63,477
2	50,754	54,890	57,550	63,927	67,913
3	53,846	58,234	61,281	67,968	72,361
4	56,956	61,595	65,013	72,013	76,807
5	60,055	64,977	68,743	76,068	81,246
6	62,132	68,301	72,471	80,110	85,690
7	65,184	71,656	76,199	84,162	90,138
8	68,233	75,009	79,924	88,209	94,595
9	71,288	78,363	83,656	92,259	99,043
10	74,759	82,158	87,382	96,312	103,515
11	76,816	-	-	-	-

Teachers shall be paid according to the following schedule for the period commencing September 1, 2021, to August 31, 2022:

	AX	A1	A2	A3	A4
0	46,220	49,988	51,980	57,932	61,388
1	49,442	53,470	55,841	62,134	65,857
2	52,657	56,948	59,708	66,325	70,460
3	55,865	60,418	63,579	70,517	75,075
4	59,092	63,904	67,451	74,714	79,687
5	62,307	67,413	71,320	78,921	84,292
6	64,462	70,863	75,188	83,114	88,903
7	67,629	74,343	79,057	87,318	93,518
8	70,792	77,822	82,921	91,517	98,142
9	73,961	81,302	86,793	95,719	102,757
10	77,562	85,239	90,658	99,923	107,397
11	79,696	-	-	-	-