



Elementary Teachers' Federation of Ontario (ETFO)

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

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Peel 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:

	A	A1	A2	A3	A4
0	45,771	47,602	51,467	55,332	59,197
1	49,230	51,467	55,332	59,197	63,063
2	52,789	55,332	59,197	63,063	66,927
3	56,247	59,197	63,063	66,927	70,793
4	59,706	63,063	66,927	70,793	74,658
5	63,164	66,927	70,793	74,658	78,523
6	66,724	70,793	74,658	78,523	82,388
7	70,182	74,658	78,523	82,388	86,252
8	73,641	78,523	82,388	86,252	90,118
9	79,438	82,388	86,252	90,118	93,983
10	86,252	86,252	90,118	93,983	97,848
11	-	-	-	-	101,713

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

	A	A1	A2	A3	A4
0	46,572	48,435	52,368	56,300	60,233
1	50,091	52,368	56,300	60,233	64,166
2	53,713	56,300	60,233	64,166	68,098
3	57,232	60,233	64,166	68,098	72,031
4	60,751	64,166	68,098	72,031	75,965
5	64,270	68,098	72,031	75,965	79,897
6	67,891	72,031	75,965	79,897	83,830
7	71,410	75,965	79,897	83,830	87,762
8	74,929	79,897	83,830	87,762	91,695
9	80,828	83,830	87,762	91,695	95,628
10	87,762	87,762	91,695	95,628	99,560
11					103,493

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

	A	A1	A2	A3	A4
0	48,319	50,251	54,332	58,411	62,492
1	51,970	54,332	58,411	62,492	66,572
2	55,727	58,411	62,492	66,572	70,652
3	59,378	62,492	66,572	70,652	74,733
4	63,029	66,572	70,652	74,733	78,813
5	66,680	70,652	74,733	78,813	82,893
6	70,437	74,733	78,813	82,893	86,973
7	74,088	78,813	82,893	86,973	91,053
8	77,739	82,893	86,973	91,053	95,134
9	83,859	86,973	91,053	95,134	99,214
10	91,053	91,053	95,134	99,214	103,294
11	-	-	-	-	107,374