Government of Ontario Parameters for the 2012 PDT Discussions – Updated May 23, 2012

The Government of Ontario is tabling the following outline of the parameters which serve as the basis for the 2012-2014 PDT agreements.

Parameter: Term of the Agreements

- Term of 2 years (September 1, 2012 to August 31, 2014).

Parameter: Salary Increases

- 0% salary increases for 2 years (September 1, 2012 to August 31, 2014).

Parameter: Retirement Gratuities and Sick Leave

- Replace retirement gratuities with a short-term sick plan, as follows:

- Freeze banked sick days accumulated as of August 31, 2012 and with future gratuity payout, upon retirement, at the employee's salary rate in effect as of August 31, 2012.

- Effective September 1, 2012 introduce a short-term sick leave plan which each year, and not carried forward from year-to-year, offers 10 sick days paid at 100% salary and 24 weeks at 66.66% salary.

- Effective September 1, 2012, eliminate all accumulated non-vested sick days.

Parameter: Pensions

- The government believes that filing a valuation of the Ontario Teachers' Pension Plan (OTPP) in 2012 is in the best interests of all partners. The government is seeking to resume negotiations with the Ontario Teachers' Federation to secure the future viability and solvency of the OTPP for future generations. Government representatives in these negotiations will take the view that the viability and solvency of the OTPP must be secured without increases in government contributions and without negatively affecting the government's fiscal plan.

Parameter: Salary Grids

- Review school board employee salary grids with stakeholders during the term of the 2012 to 2014 PDT agreements including, but not limited to, how employees move on the experience and qualification salary grid (where applicable) and the variation currently in the monetary value of each grid step, with a view to future sustainability.

- Current teachers and other school board staff whose salary is determined based on their placement on a salary grid and who are not at the maximum(s) of their experience on the salary grid will have their salary frozen as of August 31, 2012 for two years with no future adjustments to recognize those missed grid steps.

- Current teachers and other school board staff whose salary is determined based on their placement on a salary grid and who are not at the maximum of qualifications on the salary grid will have their salary frozen as of August 31, 2012 for two years with no future adjustments to recognize missed movement across the grid. At the beginning of the next PDT agreements, placement on and future movement by qualification across the salary grid will be based on the new salary grid in effect as of August 31, 2014 and will not be retroactive.

Parameter: Province Wide Collective Bargaining

- Ontario's 2012 Budget proposed to move forward with a more centralized approach to collective bargaining in the Broader Public Sector. In keeping with the 2012 Budget, the government will begin consultations in the Fall of 2012 with the teachers' federations, support staff unions, school board trustee associations and school boards to develop the appropriate legislative and regulatory framework for provincial bargaining that would, if approved by the legislature, take effect by January 1, 2014.

Parameter: Benefit Plans

- The government proposes to establish a committee composed of teachers' federations, support staff unions, school board trustee associations and the government (Ministries of Education and Finance) to fully investigate the creation of one or more “provincial” benefits plan(s) for the education sector, with a view to consolidation and consistency of approach.

- The Committee would complete its work by January 1, 2014 for consideration during collective agreement discussions in 2014, with solutions that ensure the fiscal sustainability of benefits plans for employees, employers, and taxpayers into the medium and long-term.