

**LETTER OF AGREEMENT**

**Between**

**HAMILTON-WENTWORTH DISTRICT SCHOOL BOARD**

**(HEREINAFTER CALLED THE "Board")**

**AND**

**THE ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION – DISTRICT 21**

**(HEREINAFTER CALLED THE "Union")**

**Collectively the "Parties"**

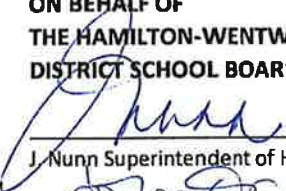
In accordance with clause C7.00 – Specialized Job Classes, of the Central Terms, and in response to the Board's commitment to becoming a signatory of the Hamilton Living Wage Declaration, the parties have recognized and agree that the pay rate for casual bargaining unit members is below the local market value assessment. The parties further agree that this not only affects the recruitment and retention of these positions but more importantly, the well-being of our students.

In an effort to improve the lives of those within our community, the well-being of our students and the recruitment and retention of casual bargaining unit members, the parties agree on a without prejudice or precedent basis to the following:

1. Effective December 1, 2021, a Temporary Skills Shortage Allowance of \$0.50/hr will be applied to the daily rate for all OCTU casual employees that are below the local market value.
2. \$17.20 will be the new hourly OCTU casual rate of pay moving forward as of December 1, 2021, for all current OCTU daily casuals and new hires.
3. This new hourly rate of \$17.20 shall follow the regular 1% salary increase as listed in the Collective Agreement until the expiration of this LOA.
4. The Parties further agree that this letter of agreement is non-grievable;
5. This Letter of Agreement expires on August 31, 2022.


Dated at Hamilton this 1<sup>st</sup> day of December, 2021.

**ON BEHALF OF  
THE HAMILTON-WENTWORTH  
DISTRICT SCHOOL BOARD**

  
J. Nunn Superintendent of Human Resource Services

  
J. Tremblay Manager, Labour Relations

**ON BEHALF OF OSSTF D21 OCTU**

  
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