

LETTER OF AGREEMENT

Between

HAMILTON-WENTWORTH DISTRICT SCHOOL BOARD (HWDSB)

(the “Board”)

And

O.S.S.T.F District 21

OFFICE, CLERICAL, TECHNICAL BARGAINING UNIT (OSSTF OCTU)

(the “Union”)

Collectively the “Parties”

The parties are desirous in resolving the issue with the reporting process to OTIP (Ontario Teachers Insurance Plan) which affects the OSSTF OCTU ten (10) month grid for Life Insurance.

WHEREAS the Parties concluded the OSSTF OCTU ten (10) month grid in the 2019-2022 Collective Agreement is incorrect,

AND WHEREAS, the Parties agree that the correct OSSTF OCTU ten (10) month grid has not been updated in IPPS,

AND WHEREAS this error in calculation is causing OSSTF OCTU ten (10) month employees with an incorrect calculation for life insurance,

AND WHEREAS, the Parties agree the grid in Appendix A, reflects the correct OSSTF OCTU 2019-2022 ten (10) month grid breakdown.

Therefore, the parties agree to the following:

1. The Board will ensure the OSSTF OCTU ten (10) month grid will be properly calculated during the current round of bargaining and updated accordingly in IPPS for the 2023-2024 school year.
2. The correct OSSTF OCTU ten (10) month grid will be reported to OTIP for manual override for the 2022-2023 school year only.
3. Should the parties not reach a ratified collective agreement before June 30th, 2023, the parties agree to meet and to discuss an extension of the terms herein.

The Parties further agree that this Letter of Agreement is non-grievable and will expire on the ratification of the new Collective Agreement between the parties (2022-2024).

Dated at Hamilton this 11th day of May 2023

On Behalf of the Union

On Behalf of the Board



D. Turner President OSSTF OCTU



J. Nunn Superintendent of Human Resource Services



D. Kay, Manager, Labour Relations (A)

OSSTF D21 OCTU twelve (12) Month and ten (10) Month Grids (2022-2023)

12 month grid in CA

Grade	Minimum	1 Year	2 Years	3 Years	4 Years
2	\$35,055	\$36,227	\$37,402	\$38,574	
3	\$35,895	\$37,072	\$38,248	\$39,420	
4	\$37,156	\$38,424	\$39,507	\$40,683	
5	\$38,445	\$39,617	\$40,793	\$41,967	
6	\$41,248	\$42,570	\$43,892	\$45,212	
7	\$44,088	\$45,407	\$46,731	\$48,052	
8	\$46,967	\$48,288	\$49,611	\$50,929	
9	\$51,365	\$52,684	\$54,006	\$55,328	
10	\$57,245	\$58,571	\$59,887	\$61,206	
11	\$61,589	\$63,054	\$64,525	\$65,992	\$67,461
12	\$67,844	\$69,311	\$70,777	\$72,245	\$73,712
13	\$76,142	\$77,609	\$79,080	\$80,546	\$82,014

Recalculated 10 month grid

Grade	Minimum	1 Year	2 Years	3 Years	4 Years
2	\$29,661.92	\$30,653.62	\$31,647.85	\$32,639.54	
3	\$30,372.69	\$31,368.62	\$32,363.69	\$33,355.38	
4	\$31,439.69	\$32,512.62	\$33,429.00	\$34,424.08	
5	\$32,530.38	\$33,522.08	\$34,517.15	\$35,510.54	
6	\$34,902.15	\$36,020.77	\$37,139.38	\$38,256.31	
7	\$37,305.23	\$38,421.31	\$39,541.62	\$40,659.38	
8	\$39,741.31	\$40,859.08	\$41,978.54	\$43,093.77	
9	\$43,462.69	\$44,578.77	\$45,697.38	\$46,816.00	
10	\$48,438.08	\$49,560.08	\$50,673.62	\$51,789.69	
11	\$52,113.77	\$53,353.38	\$54,598.08	\$55,839.38	\$57,082.38
12	\$57,406.46	\$58,647.77	\$59,295.92	\$61,130.38	\$62,371.69
13	\$64,427.85	\$65,669.15	\$66,913.85	\$68,154.31	\$69,396.46