

Explanation of Retirement Gratuity (RG) Calculation as created by TDSB Letters sent to all staff at the end of May 2013:

Bill 115 and its regulations state that all school boards must supply their staff with full details of their RG calculation by May 31, 2013. The TDSB initially intended to only provide the number of vested sick days, but eventually agreed to comply and provide full details of the RG for each staff eligible to receive it upon retirement.

As a result last week the TDSB sent 26, 282 letters to staff. As a result of this large undertaking in a relatively short span of time, staff was not able to verify the details of the information manually, but relied on HR/Payroll systems to spew out the information.

When each of you retires, the calculation will be verified manually. In the meantime it is important that each PSSP member check the calculation and file a dispute before June 30th if you feel the numbers are incorrect. Should you wish to dispute the number when you retire, and have not filed a dispute by the deadline, we cannot guarantee that the TDSB will honour your claim in the future.

We promised you more clarification of the calculation used by the TDSB since it does not appear to coincide with the terms in our Collective Agreement.

1. There are two places in the CA which apply to the RG: F.6.1.1 (page 56) and Appendix C, Part VI (page 5).

F.6.1.6 “The Sick Leave Credit and Gratuity Plan included in Appendix C shall apply to Permanent Contract Employees (which includes those in their probationary period). The numerical values set out in Appendix C are established for full-time Employees. Part-time Employees receive allotment on a pro-rated basis.” Therefore, years in a temporary contract are not included in the RG and is not a change in practice for the TDSB.

2. The following quote is the explanation from the finance department re: why they used 25 years to calculate vested days since it is not in our CA. “The language in Bill 115, MOU and associated regulations refers to “vested days”. Vested days are basically days that are required to support the sick leave gratuity. Anyone with less than 25 years of service will require less than the full 200 days of sick leave. Further, they are not eligible for a full 50% sick leave gratuity.” Since the dollar amount of your RG is the lowest number of the three calculations in our CA, using vested days as above will produce the same number as the lowest number in our CA **IF** the years of service and salary is correct.

3. The TDSB expects to investigation a number of hire dates and years of service discrepancies. “There was no way in the short time allowed for this process to validate all 26,282 employees who are eligible to the plan”, according to the finance dept. For those of you who have held multiple positions at the TDSB and others with incorrect hire dates or years of service: As long as your years of service were as a permanent employee, they should be counted towards your RG. “Any employees with permanent service with the TDSB or legacy boards outside the bargaining unit which is not included

in the letter should send an email to the Gratuity-Inquiry mail box. ...These are the types of questions that normally come up at retirement”, according to the Finance Dept. Please file a dispute should you feel the TDSB has not allocated the correct number of years of service or hire date.

We hope this explanation has assisted you in trying to figure out this complicated calculation. The deadline to file a dispute is June 30, 2013. To do so, please email your questions about any of the details of your letter that do not comply with the information contained in this OR any other questions you may have to the email address on your letter. It may take a long while for the Board to respond to you, but as long as you have done so by June 30th, your inquiry/dispute will be counted. Please keep a copy of the email you send for your records.

Nancy Vogel

June 4, 2013