

Human Resources Legislative Update

Ontario To Introduce Wage Freeze Legislation for Teachers

Date: August 16, 2012

On August 16, 2012, the [Ontario government announced](#) its intention to introduce the *Putting Students First Act*, legislation that would, if passed, impose a two-year freeze on teacher salaries and prohibit labour disruption, among other matters.

Specifically, the Bill would require school boards and local bargaining units of teachers and support staff to accept local agreements consistent with the following provisions and parameters, first outlined in the [Memorandum of Understanding between the government and the Ontario English Catholic Teachers' Association](#) ("OECTA") and similar agreements negotiated before August 31, 2012:

- a zero per cent salary increase in 2012-13 and 2013-14;
- a 1.5 per cent pay cut in the form of three unpaid professional development days;
- agreement to restructure the grid with a view to long-term, sustainable savings;
- elimination of the current retirement gratuity for payment of unused sick days;
- a restructured short-term sick leave plan that would include up to 10 sick days;
- agreement to address non-monetary issues including greater autonomy for teachers in applying diagnostic assessments; and
- prohibit strikes or lockouts for a two-year period.