

MEMORANDUM OF SETTLEMENT

BETWEEN:

THE ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION
DISTRICT 25 (PROFESSIONAL STUDENT SERVICES PERSONNEL)
(THE UNION)

and

THE OTTAWA-CARLETON DISTRICT SCHOOL BOARD
(THE EMPLOYER)

RE: Policy Grievances PSSP-2013-01 and PSSP-2014-02 – Voluntary Leave of Absence Program (VLAP)

AND WHEREAS the Federation filed grievance #PSSP-2013-01 dated September 6, 2013 alleging that the Employer denied VLAP days as per the MOU by prorating the VLAP entitlement by the member's Full-Time equivalent status;

WHEREAS the Union has filed Policy grievance #PSSP-2014-02 dated June 20, 2014 alleging that the Employer breached the freeze provisions of the Labour Relations Act by failing to provide employees with access to the Voluntary Leave of Absence Program as outlined in the MoU between the Government of Ontario and the Ontario Secondary School Teachers' Federation dated April 19, 2013;

AND WHEREAS the parties agreed to hold these grievances in abeyance;

AND WHEREAS the parties wish to fully and finally resolve all outstanding issues and grievances related to this matter;

THEREFORE THE PARTIES HEREBY AGREE AS FOLLOWS:

1. The Employer will offer access to VLAP for members of OSSTF-PSSP for the period of January 9, 2017 to June 30, 2017 only, under the following conditions:
 - Employees may apply for up to five (5) unpaid leave of absence days for personal reasons to be taken between January 9, 2017 and June 30, 2017;
 - Applications must be received by February 17, 2017;
 - Approval of requests shall be subject to the availability of casual staff to cover for the absent employee, as required;
 - Approval of requests shall be subject to system and school operating requirements;

- Salary deductions for the period of absence under VLAP will not be eligible for 'smoothing' (ie the deduction will be taken in the pay period(s) coincidental with or immediately following the absence);
 - There will be no requirement to track savings as an Offsetting Measure as required under the original MoU;
 - A report listing the total number of VLAP days approved will be provided to the bargaining unit by July 15, 2017;
 - Leave under the VLAP will be reported as approved leaves of absence for the purposes of the Ontario Teacher's Pension Plan and OMERS.
2. The VLAP and any rights and entitlements under it, shall cease to be available to employees after June 30, 2017.
 3. The above noted grievances and any other existing associated grievance(s) are withdrawn with prejudice.
 4. OSSTF commits that no new grievances will be filed on these matters save and except to enforce the terms of this agreement.
 5. The terms of these Minutes of Settlement, and the fact of settlement, shall not be relied on by either party in any other matter.

Signed this 31st day of December, 2016.

The Employer (OCDSB)

OSSTF District 26 (PSSP)