

# Early Incentive Payment

## ❖ Overview

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This article establishes the terms and conditions under which members of the BC Teachers' Federation are entitled to a one-time incentive payment as a result of reaching a settlement with BCPSEA prior to the bargaining deadline (June 30, 2006) and the subsequent member ratification.

## ❖ Letter of Understanding No. 4 Re: Early Incentive Payment

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1. *Should the parties reach a tentative collective agreement by June 30, 2006 which is subsequently ratified by the parties, each bargaining unit member who is an employee of the School District on June 30, 2006 shall be eligible to receive a one-time lump sum incentive payment.*
2. *The incentive payment shall be equal to a maximum of \$3,700 dollars for each full-time equivalent employee and shall be pro-rated for employees working less than full-time. For the purpose of determining the amount of the incentive payment, a full-time equivalent employee (continuing or temporary) is an employee who worked on a full-time basis (183 days) during the period of September 1, 2005 – June 30, 2006. For the purpose of determining the amount of the incentive payment for teachers on call, a full-time equivalent teacher on call is a teacher on call who worked on a full-time basis (177 days) during the period of September 1, 2005 – June 30, 2006. The incentive payment for employees who worked less than full-time over this period of time shall be pro-rated based on the actual time worked as a percentage of full-time. No employee shall be eligible for a payment in excess of \$3,700. Time spent on the following leaves shall not be deducted for the purposes of this calculation:*
  - *All leaves with pay*
  - *Maternity or parental leave*
  - *Days on approved WCB and Salary Indemnity Plan that commenced between July 1, 2005 and June 30, 2006.*
3. *The one-time lump sum incentive payment is subject to the legal and statutory deductions. This payment is not included as pensionable earnings nor is it included for calculations of benefits.*

4. *The incentive payment shall be paid to employees upon receipt of funding from the government and as soon as practicable for the school district to calculate the individual payment amounts and distribute the funds.*
5. *In addition to the above, each full-time equivalent employee shall receive a one-time payment of \$300 in recognition of past purchases of professional resources, to be paid in the same manner as above.*

## ❖ Explanation

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- 4.1 1. *Should the parties reach a tentative collective agreement by June 30, 2006 which is subsequently ratified by the parties, each bargaining unit member who is an employee of the School District on June 30, 2006 shall be eligible to receive a one-time lump sum incentive payment.*

Clause 4.1 sets out the overall requirements of the bargaining unit to reach a collective agreement.

- 4.2 2. *The incentive payment shall be equal to a maximum of \$3,700 dollars for each full-time equivalent employee and shall be pro-rated for employees working less than full-time. For the purpose of determining the amount of the incentive payment, a full-time equivalent employee (continuing or temporary) is an employee who worked on a full-time basis (183 days) during the period of September 1, 2005 – June 30, 2006. For the purpose of determining the amount of the incentive payment for teachers on call, a full-time equivalent teacher on call is a teacher on call who worked on a full-time basis (177 days) during the period of September 1, 2005 – June 30, 2006. The incentive payment for employees who worked less than full-time over this period of time shall be pro-rated based on the actual time worked as a percentage of full-time. No employee shall be eligible for a payment in excess of \$3,700. Time spent on the following leaves shall not be deducted for the purposes of this calculation:*

- *All leaves with pay*
- *Maternity or parental leave*
- *Days on approved WCB and Salary Indemnity Plan that commenced between July 1, 2005 and June 30, 2006.*

Clause 4.2 establishes the maximum amount for the incentive payment at \$3,700 which is then prorated to the amount of time worked by the employee in relation to a full time equivalent (FTE). This clause also defines a full time equivalent and establishes that time spent on leaves with pay, maternity/parental leave and WCB/SIP commencing between July 1, 2005 and June 30, 2006 will not be deducted for the purpose of proration. The decision of Arbitrator Irene Holden dated January 16, 2007, also established that the incentive payment will be extended to employees on union leave and union officials on leave in amalgamated school districts (beyond the one officially recognized individual on president's leave).

- 4.3 3. *The one-time lump sum incentive payment is subject to the legal and statutory deductions. This payment is not included as pensionable earnings nor is it included for calculations of benefits.*

This clause clarifies the nature of the one-time payment and establishes that it is subject to statutory deductions but not included as pensionable earnings or for the calculation of benefits.

- 4.4 4. *The incentive payment shall be paid to employees upon receipt of funding from the government and as soon as practicable for the school district to calculate the individual payment amounts and distribute the funds.*

This clause establishes the sequence of events with respect to payment.

- 4.5 5. *In addition to the above, each full-time equivalent employee shall receive a one-time payment of \$300 in recognition of past purchases of professional resources, to be paid in the same manner as above.*

This clause establishes the payment of an additional one-time amount of \$300 for the purchase of past professional resources that will be paid in the same manner as the early incentive payment. The eligibility for this payment is the same as for the incentive payment above.

## ❖ Implementation

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This is a one-time payment. Payment was processed by school districts to eligible members as soon as possible following receipt of funding from government based on the criteria above.