

# NOTICE OF SETTLEMENT

## CUPE Education Workers and Bill 115

If you worked for a school board in Ontario during either the 2012–13 or 2013–14 school year and your union was the Canadian Union of Public Employees (CUPE), you are eligible to share in a financial settlement reached by CUPE for the breach of your Charter Rights.

This settlement was agreed following a successful Charter challenge by CUPE to Bill 115 (*Putting Students First Act*, 2012). The Ontario Superior Court of Justice ruled that Bill 115 had “substantially interfered” with education workers’ rights under the Canadian Charter of Rights and Freedoms. The Court found the Act had imposed contracts on workers in the education sector and stripped them of their rights to bargain collectively.

As a settlement for this breach, an aggregate damage amount of \$56,700,000 will be paid out to approximately 60,000 CUPE education workers affected by this violation of their Charter rights.

### Who is eligible for compensation?

CUPE education workers are eligible for financial compensation if they were school board employees at any time during either or both the 2012–13 or 2013–14 school years. (“School year” is defined as the period from September 1 to the following August 31.) Those who were employees for any period during both affected school years will be paid a full share of the award; those who were employees during only one of the affected school years will receive a half-share of the award. The exact amount of each share will be calculated once the total number of eligible employees is confirmed.

### What’s the process?

Each school board has provided the government with a list of the employees who are eligible for a share of the settlement. To receive compensation, you must be on a school board’s list. CUPE education workers can confirm that their names are included on a list by visiting [bill115.cupe.on.ca](http://bill115.cupe.on.ca).

### What if an eligible employee’s name is not on the list?

Not on the list but believe your name should be? Submit a correction request at [bill115.cupe.on.ca](http://bill115.cupe.on.ca).

**Please note:** requests for corrections will only be accepted until November 10, 2017.

For more information about CUPE and the Bill 115 Settlement, email [bill115remedy@cupe.ca](mailto:bill115remedy@cupe.ca).

**CUPE** / Canadian Union  
of Public Employees

