

APRIL 3, 2013



OSSTF/FEESO
District 10

DISTRICT COUNCIL

FEDERATION OFFICER'S REPORT

1. Grievances

- Denial of new sick leave provisions to some members – proceeding to arbitration
- Denial of leave – proceeding to arbitration
- Denial of teaching experience – resolved during arbitration process

2. Teachers Transporting Students in Personal Vehicles

Members are reminded that they are not responsible for transporting students in their own personal vehicles. Teachers should never be doing this. The Board cannot require teachers to do this. When teachers choose to do so, they are subjecting themselves to potentially significant personal and professional liabilities. There are alternatives available to the school administration. Teachers are advised not to transport students in personal vehicles.

3. Employee Assistance Program (EAP)

The Lambton Kent District School Board in conjunction with Family Counseling Centre and Family Services Kent has their website available including online surveys on health and wellness issues. The centre will provide workshops, for a fee, that deal with issues such as Conflict Management, Dealing with Difficult People, Stress Management, Stressed Children, Anger Only Makes Things Worse and Healthy Living, and more.

To enter the EAP website for LKDSB, go to www.myfseap.com

The groupname is: **toLKDSB** and the password is: **health**

4. Long Term Disability (LTD)

Effective April 1st, we are now covered by the new provincial LTD policy. The chart below contains the basic provisions of the new LTD plan:

Provincial LTD Plan Design	
Waiting Period	later of 80 working days or expiration of sick leave*
Benefit Level	55% of salary*
Monthly Maximum	Based on a maximum salary of \$150,000
COLA	CPI to a maximum of 2% after 2 years
CPP/QPP Offset	primary
All Source Maximum	100%
Termination	the earlier of: the end of the month attaining age 65; or eligible for a 64% unreduced service pension*
Taxability	Non-taxable
Mandatory or Voluntary	Mandatory
Premium Rate	1.23 % plus 8% PST

*changes from the district plan are in bold

.....continued

5. **Collective Bargaining / Negotiations**

I would like to thank everyone for their continuing support and solidarity during this difficult and protracted round of renewing our collective agreement. With the removal of our full collective bargaining rights and the imposition of new contract provisions through legislation and regulation, it has been a very stressful and trying time for all of our members. Now, more than ever, we must take care of each other and show support for each other and our collective organization.

Despite the imposed contract provisions, provincial talks have been revived with the new provincial administration and are continuing as of the writing of this report. The expectation of our members is that something productive will be the result of these provincial talks. OSSTF showed its good-will by suspending the advice to members regarding their participation in voluntary/extra-curricular activities in the schools so that our members are free to do voluntary activities in the schools if they so choose. Please stay tuned for further anticipated developments. We remain committed to keeping our members informed.

Locally, the board is still implementing the new sick leave plan. They have not yet implemented an adjudication process to enable members on sick leave to be paid 66.67% of salary. For those members who have used between 10 and 31 sick days, the board continues to pay only 90% salary even though the latest regulations provide that these should be paid for this year at 100%. The Board has assured the district that our members will be reimbursed for these deductions so that our members will receive the correct rate (100%) of their pay for the first 31 sick days in accordance with the “top-up” section of the Regulation; keep in mind that beyond that, members will have access to a further 100 sick days at 90% of salary for this school year, or 66.67% should the Board implement an adjudication process.

After this year, “top-up” for sick days used beyond the initial 11 sick days @ 100% will be based on the number of sick days used by each member from the previous school year only, which means it will vary for each member, unlike this year.

Please continue to contact me (or Barb) at the District Office if you have any questions or concerns.

Hugh Garrett, Federation Officer