



DISTRICT COUNCIL

FEDERATION OFFICER'S REPORT

1. Grievances

- Step 2 – alleging improper denial of family medical appointment leave
- Arbitration - alleging improper denial of related teaching experience
- Arbitration – alleging improper denial of sick leave
- Arbitration – alleging improper denial of category change

2. January 15 Pay / Ontario College of Teachers' Fees

Please be aware that most members may not realize that their mid-January pay is always smaller than previous pays due to OCT fees (\$138 for the 2013 calendar year) as well as EI and CPP deductions starting up again. Members on leave and intending on returning to teach for any part of 2013 are reminded to pay the OCT fee directly to the OCT if they intend to teach at any time during the 2013 calendar year.

3. Long-Term Disability Insurance Plan Renewal Increase

Our LTD policy renewal with OTIP is March 1, 2013. The increase in premiums will move from 1.31% to 1.38% of gross annual salary. The increase is due to higher incidence of members, especially at increasingly younger ages, accessing LTD.

4. Contract Imposed!

On January 3, 2013, Minister Broten announced that she was using the powers given to her by Bill 115 to impose a new contract on our members. The unprecedented process of enabling a Minister of Education to impose the terms of our contract by statute instead of allowing the normal legal process of collective bargaining to occur has left our members outraged and embittered.

Initial releases from the Ministry have centred on the following items that have been imposed through regulation:

- Retirement gratuities are grandfathered as of August 31, 2012 based on Accumulated Sick Leave Credits on that date and shall be paid on retirement;
 - Those members who did not meet the years-of-service threshold (5 years in our case) on August 31, 2012 for a retirement gratuity, will receive a one-time payment, based on a set formula of years of service (X), accumulated sick leave credits as of August 31, 2012 (Y), and salary as of August 31, 2012 (Z). This wind-up payment is due to these members by June 30, 2013. The formula is: $(X/30) \times (Y/200) \times (Z/10)$.
- Sick leave plan of 10 days at 100% plus additional Short Term Leave and Disability Plan of 120 days at a discounted rate (66.67% or 90% subject to third-party adjudication process once it is established by the Board) that do not accumulate from school year to school year. The Ministry has added to following clarification:
 - Illnesses funded at 90% are subject to top-up based on carry-over from previous year's unused sick leave plan. 1/10 unused day = 10% top-up from 90%. For the current school year, members have been deemed to have 2 top-up days thereby enabling an additional 20 days of sick leave at 100% instead of 90%. These carry-over days do not accumulate.

We must continue to stand up together and resist this government's undemocratic and harmful actions.

Hugh Garrett, Federation Officer