

JANUARY 17, 2019



DISTRICT COUNCIL

FEDERATION OFFICER'S REPORT

1. Grievances

The most recent grievances are (1) the Board's termination of a member without just cause and (2) the Board improperly denying pay during sick leave.

2. Sick Leave

It has come to our attention that some members, after submitting a medical note indicating they are to be off work for medical reasons, are receiving letters from the Board's HR department, denying pay, asking for additional medical information, and offering modified duties. Members who receive notification from the Board denying pay and/or asking for additional medical information and/or offering modified duties should contact the District Office immediately.

3. Jan 15 Pay / College of Teachers Fee

Many members may not realize that their mid-January pay is always smaller than previous pays due to the OCT fee as well as EI and CPP deductions starting up again. Members who are currently on leave from the Board and intending on returning to teach for any part of 2019 are reminded to pay the OCT fee directly to the OCT.

4. EAP

Please help ensure that members are aware of the EAP websites created by the Family Counselling Centre in Sarnia and Family Services Kent in Chatham for the LKDSB. The sites list the confidential counselling services available to our members as well as current wellness articles and self-diagnosing surveys. The contact information is on District 10's Homepage (www.osstfd10.ca) as well as on the LKDSB's website through the Staff intranet portal – the red "fseap" link.

5. Pension (OTPP) Check-up / Retirement Planning

It's never too early to start retirement planning. The OTPP website (www.otpp.com) has an overview about the pension plan available from the "Members" pull-down menu on the homepage.

Also, all permanent and occasional teaching members, regardless of how close they are to retirement, should register as a Member on the OTPP website. Once registered, members manage their own personal retirement information with OTPP. This includes:

- updating their personal profile information for retirement (including new address/phone contact, marital status and Survivor Pension percentage, designating beneficiaries, etc.);
- reviewing their Service Record of pensionable earnings, credit years, and qualifying years;
- managing Buybacks for approved leaves;
- using the Pension Calculator to compare various retirement scenarios;
- applying for pension upon retirement (and uploading the required documents, including marriage certificate and/or separation agreement).

The website includes important information such as rules for teaching after retirement as well as informative videos on various topics dealing with your pension and retirement (iAccess Web TV).

Call the OTPP at 1-800-668-0105 during regular business hours if you have any questions. You will need to give them your OTPP Account Number or your SIN to discuss your personal information.

Our District hosts the OSSTF Retirement Planning Workshop in the autumn of each school year. (2019-TBA)

The two main organizations that sell benefit plans to retirees – RTO (Johnson Insurance) and OTIP (Manulife) – also conduct workshops for prospective retirees to inform our members about what benefit plans each company offers, often in the spring, in both Chatham and Sarnia.

The District Office also has a package of retirement information for members available on request.

6. Termination of LTD Insurance Coverage/Premium

Under the terms of the current provincial LTDI policy, members no longer are able to receive LTD benefit when they qualify for a 60% unreduced service pension, or retire, or after they turn 65 years of age.

Members are eligible to end their mandatory LTD insurance coverage under three possible scenarios:

Scenario 1: You are eligible for a 60% unreduced service pension now. **OR** You are eligible for a 60% unreduced service pension within the later of either the next 110 working days or the expiration of your sick leave to a maximum of 24 months.
(This means you must be within 110 working days (.5670) of having 30 credit years in the plan AND reaching the qualifying factor of 85.)
(You must also have sufficient unused sick days (e.g. 110) to termination date).

Scenario 2: Your scheduled retirement date is within the next 110 working days and you have notified both the Ontario Teachers' Pension Plan and your school board.
(You must also have sufficient unused sick days (e.g. 110) to retirement date).

Scenario 3: You have reached the end of the month in which you turned age 65. **OR** You will reach the end of the month in which you turned age 65 within the later of either the next 110 working days or the expiration of your sick leave to a maximum of 24 months.
(You must also have sufficient unused sick days (e.g. 110) to termination date).

NOTE: If a request for cancellation is received by the 15th of the month, coverage will be cancelled on the 1st of the following month. If a cancellation request is received after the 15th of the month, coverage will not be cancelled until the 1st of the second month (subject to the Board's payroll deadlines).

The "Application for LTD Coverage Termination" form detailing these three scenarios is available on the District's homepage (www.osstfd10.ca) and, upon completion, should be forwarded to the District 10 Office.

*Hugh Garrett,
For Stephen Lynch, Federation Officer
OSSTF District 10*