

JANUARY 20, 2015



# DISTRICT COUNCIL

## FEDERATION OFFICER'S REPORT

### 1. Grievances

- Board continuing Grid Delay for THIRD consecutive year – to Arbitration
- Board not granting VLAP requests – to Arbitration
- Board denial of bereavement leave (16.03b) for an individual member – Step 3
- Board using non-teacher to regularly supervise students during instructional time – Step 2

### 2. Jan 15 Pay / College of Teachers Fee

Most 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 on leave and intending on returning to teach for any part of 2015 are reminded to pay the OCT fee directly to the OCT.

### 3. EAP

Please help ensure that members are aware of the EAP website created by the Family Counselling Centre and Family Services Kent for the LKDSB. The site lists the counselling services available to our members as well as current wellness articles and self-diagnosing surveys. The link is on the LKDSB's website (under Staff Quick Links) and the Group Name is **tolkdsb** and the password is **health**.

### 4. Pension (OTPP) Check-up / Retirement Planning

It's never too early to start retirement planning. The OTPP website ( [www.otpp.com](http://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 with *iAccess Web* (Member Sign-in) on the OTPP website. Once registered, members manage their 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 questions.

Our District hosts the Retirement Planning Workshop in the autumn of each school year. (2015-TBA) The District Office also has a package of retirement information for members available on request.

\*OTPP recommends members choose the 75% Survivor Pension option early in their careers. Then, if they are ill at retirement, they do not need to meet medical requirements (applicable to members who want to raise the survivor pension above 60% within two years of their pension start date). Your election will be automatically approved and you will be safeguarded should you become ill as you approach retirement. At retirement, if you decide you don't want the 75% Survivor Pension (and its additional cost), you can revoke the election prior to receiving your first pension payment.

## **5. Benefits Check-up**

Members have the ability to review their benefit coverage and list of dependents at any time through the LKDSB's Homepage by clicking on Staff Web (under Staff Quick Links) and signing in with their usual login and password and clicking on Employee Services. Changes that may be made (e.g. single coverage to family, adding dependents, changing optional benefit coverage (e.g. Semi-Private, Optional Group Life) must be done in writing through the Board's Benefits Officer (Susan Caron).

## **6. Concussion Protocol**

Under PPM #158, school boards have been directed to develop and maintain a policy on concussions and to develop a process which outlines the roles and responsibilities of all school staff, including our members. This policy and procedure will also include strategies for providing regular and on-going training on concussion awareness, prevention, identification, and management relevant to school board employees. Our Board is in the process of developing its policy and procedures as mandated by the Ministry. Look for all of our members to receive training on this topic in the near future.

## **7. Branch Meetings**

Non-OSSTF personnel (e.g. admin) should NOT be attending OSSTF branch meetings, even if the branch meeting is tagged to the agenda of a staff meeting. If non-members don't depart, the Branch President should politely ask non-OSSTF personnel to leave the room prior to a branch meeting.

Also, branches are reminded that an Anti-Harassment Officer must be appointed and announced by the Branch President at the beginning of all branch meetings.

## **8. Negotiations Update**

Members have received notification in Collective Bargaining Bulletin #15 (Dec. 10, 2014) about the items that were agreed to be negotiated at the central table. Members have expressed concerns about the impact that central bargaining, including that at other central tables, will have on our historically locally-negotiated collective agreement.

The district membership will continue to be updated on the progress of OSSTF central table negotiations through our email distribution list. Please ensure that the district office has your current non-board email address in order to receive the Collective Bargaining Bulletin updates through our office.

*Hugh Garrett, Federation Officer  
OSSTF District 10*