



JUNE 5, 2013

DISTRICT COUNCIL

FEDERATION OFFICER'S REPORT

1. Summary of the New Sick Leave Plan:

Members actively at work shall receive the following for each school year:

- 11 sick leave days @ 100% salary (not accumulating from year-to-year)
- +120 short term leave disability days (STLDP) @ 90% subject to top-up provision (not accumulating y-t-y)
 - Top-up provision: For the 2012-2013 school year, the board will pay a total of 31 sick days (11 SLD + 2.0 STLDP) paid at 100%, and the remaining 100 STLDP days will be paid at 90%.
 - For each year hereafter, "top-up" for sick days used beyond the initial 11 sick days @ 100% will be based on the number of the initial 11 sick days used by each member from the previous school year only, which means it will vary for each member, unlike this year.

Examples: 0 sick days used in prior year = 11.0 top-up days for STLDP = 121 sick days @ 100% + 10 @ 90%

1 sick day used in prior year = 10.0 top-up days for STLDP = 111 sick days @ 100% + 20 @ 90%

2 sick days used in prior year = 9.0 top-up days for STLDP = 101 sick days @ 100% + 30 @ 90%

and so on...

until...11 sick days used in prior year= 0.0 top-up days for STLDP = 11 sick days @ 100% + 120 @ 90%

- A partial sick leave day will be deducted for absences due to illness for a partial day.
- If a member was absent on the last day of work in the previous school year, and is absent on the first day of work as a result of the same illness, he/she will use sick leave days remaining from the previous year, but will not be granted any sick days for the current year until he/she returns to work.
- Members who had exhausted their sick leave in the previous year and continue to be absent for the same illness will not have access to any further sick leave days unless and until they return to work. (APPLY FOR LTD)
- The Board will notify the District and OTIP of all prolonged absences after 15 consecutive working days in support of early intervention/rehabilitation provided by LTD policy in accordance with OSSTF MoU.
- Members who are absent due to illness on the first day of work who were NOT absent for the same illness on the last day of work in the previous year may access the current year's sick leave days; the Board may request medical verification.
- Sick leave provisions for members doing full-year LTO assignments are 11 sick days @ 100% + 60 days at 90%; shorter LTO assignments will be proportional to that.
- Pension deductions for any STLDP days taken at 90% will be made by the Board as if the member was paid at 100% of salary and the Government will match those contributions, in order to protect pension benefits.

2. Summary of Attendance Recognition:

- If a permanent regular day school teacher bargaining unit member's sick leave usage in the 2013-2014 school year is below six (6) full days of his/her days' absence (as of June 30, 2014), then the member shall receive a payment equivalent to his/her daily rate, not to exceed 100% of salary.
- The payment shall be made at the earliest opportunity following June 30, 2014.

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3. **Summary of the new Long Term Disability (LTD) Plan:**

Effective April 1st, 2013 we are now covered by the new provincial LTD policy.

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

4. **Summary of Information for Unpaid Days and VLAP:**

Mandatory Unpaid Day(s)

-December 20th, 2013

-March 7th, 2014 unless savings target can be achieved through off-setting measures (VLAP, ERIP, etc.)

-Board will deduct pension contributions and remit to OTPP; the Government will match those contributions, in order to protect the pension benefits of the members.

Voluntary Leave of Absence Program (VLAP)

-effective May 1, 2013 (available immediately)

-member may choose up to 5 day(s) for unpaid leave of absence in each year of the collective agreement within the outlined parameters in the OSSTF MoU (e.g. not in first week of each sem, week prior to exams, plus the exam period).

-may be requested with at least 2 weeks' notice at any time prior to June, 2014, but if scheduled in advance (prior to June 14, 2013*), salary deduction will be equalized over the 2013-2014 school year; -specific dates need not yet be identified – only the # of VLAP days; the # of days identified, however, MUST then be taken; -no more than 15 - 20% staff absences on any day; 1st come / 1st served basis

-Board will not deduct pension contributions; Member decides if they wish to pay their pension contributions directly to the OTPP; if the member does make the contributions, the Government will match those contributions.

*Later deadline agreed to by OSSTF District 10 and the LKDSB.

5. **Summary of Maternity Benefits:**

Effective May 1, 2013, maternity benefits for eligible members will be guaranteed at 100% of salary for a total of not less than eight (8) weeks. For any part of the eight weeks that falls during a period of time that is not paid (for example, July, August, March Break), the remainder of the eight weeks of top up shall be payable after that period of time.

6. **Summary of the Retirement Gratuity Pay-out for Members:**

Under the terms of the OSSTF Memorandum of Understanding, members with less than 5 years service to the board on August 31, 2012 (non-vested) will be bought out under the new formula and paid by the end of the school year. Members who qualified for a gratuity under the terms of our collective agreement (i.e. over 5 years service to the board on August 31, 2012 - vested) will receive the gratuity upon their retirement according to the formula in the collective agreement based on their ASL days and salary as of August 31, 2012.

Hugh Garrett, Federation Officer, OSSTF District 10