

NOVEMBER 18, 2015



OSSTF/FEESO  
District 10

# DISTRICT COUNCIL

## FEDERATION OFFICER'S REPORT

### 1. **Collective Bargaining / Negotiations**

After another long and protracted bargaining season that took place under a new law (Bill 122), our renegotiated Collective Agreement has been ratified by all parties at both the central and local levels as of Oct 21, 2015. The new contract will consist of Part A (Provisions bargained centrally) and Part B (Provisions bargained locally). There are some important changes that have been highlighted to members during the process of ratification.

Your unwavering support and understanding have been, as always, greatly appreciated throughout the often difficult process of contract renewal. Our focus shall now turn to contract maintenance. Please notify your Branch President and/or the District Office of any questions or concerns you may have regarding how the new Collective Agreement is being applied in your workplace. Retroactive payments for increases in salary shall be paid within 60 days of ratification. The current C.A. expires on August 31, 2017.

### 2. **Sick Leave**

As a result of the new Collective Agreement, there are some changes to the sick leave plan of which members should be aware. As before, full-time teachers will be allocated 11 sick days at 100% salary + 120 STLDP days at 90 % salary (with the ability to top-up based on sick day use in the previous year) in each school year. Members who are working less than full-time shall have their allocation of sick days and STLDP days pro-rated. Contract members who continue to remain on sick leave from one school year to the next continue to draw on the previous year's sick leave allocation. A major change in the new collective agreement is that for those members returning to work after the start of the school year (while drawing from the previous year's sick leave plan, WSIB, or LTD), access to the new allocation of sick leave and STLDP will not be provided until the member has completed 11 consecutive working days at his/her FTE without absence due to illness.

Another major change is that members on LTO assignment will now receive the same sick leave plan (FTE = 11 + 120 = pro-rated/194).

### 3. **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.

### 4. **LTD – Termination of Coverage and Premium Deductions**

Members are eligible to end their mandatory LTD insurance coverage under 3 possible scenarios:

- Within 80 working days of the date the member becomes eligible for a 64% unreduced service pension (Scenario 1);
- Within 80 working days of the retirement date that the member has given notice of (Scenario 2); or
- the end of the month in which the member reaches age 65 (Scenario 3)

"Application for LTD Coverage Termination" forms detailing these 3 scenarios are available on the District's homepage ([www.osstfd10.ca](http://www.osstfd10.ca)) and should be forwarded to my attention at the District Office upon completion.

*Hugh Garrett, Federation Officer*