

NOVEMBER 6, 2013



DISTRICT COUNCIL

FEDERATION OFFICER'S REPORT

1.0 Grievances

- Board improperly denying access to sick leave plan for some members (resolving satisfactorily so far)
- Board improperly calculating gratuity for some members on partial leave (resolved satisfactorily)
- Board improperly applying sick-leave partial top-up for members (to Arbitration)
- Board improperly declaring a member surplus (to Arbitration)

2.0 Retirement Workshop

- Marc Robillard from Provincial Office conducted this excellent and informative workshop at Baldoon on October 9th explaining and answering questions regarding retirement, pensions, benefits and working after retirement. Many members were present.
- It's never too early to start planning for retirement. I urge all members considering retirement (even if it seems a long way off – it isn't) to consider attending next year's retirement workshop.

3.0 LTD

- Our new provincial LTD plan took effect on April 1, 2013. An overview of the new LTD Plan with OTIP is contained in my April 2013 Federation Officer's Report to Council (available on-line).
- Under the terms of the OSSTF MoU, early intervention is now a mandatory step in the LTD application process. The Board will be notifying the District Office and OTIP of any member's prolonged absence of 15 consecutive working days. Upon notification, I will be contacting these members to ensure their awareness of the LTD application process as well as the early intervention programs and to inform them that they will be contacted by an OTIP Early Intervention Rehabilitation Consultant.
- The waiting period for LTD benefit, upon approval by OTIP, is the "later of 80 working days or expiration of sick leave".
- Members should terminate their LTD coverage (and associated premium deduction) on the earliest of the following dates, less the length of the waiting period, (as they no longer qualify for LTD benefit):
 - the date the member **retires**;
 - the end of the month in which the member reaches **age 65**, or
 - the date the member becomes eligible for a **64%** unreduced service pension.
- Application for LTD Coverage Termination form is available on the District's website.

4.0 Collective Bargaining / Contract Maintenance

The District signed a Memorandum of Settlement with the Board on September 30 appending the OSSTF Memorandum of Understanding (MoU) to the 2008-2012 Collective Agreement. These are now posted on the District's website.

The government has introduced Bill 122 that, if passed, formally establishes two-tiered bargaining. OSSTF District 10 has concerns about the scope and manner of provincial bargaining and how it will affect local bargaining and local contracts/collective agreements. The provincial executive will distribute any information regarding Bill 122 or collective bargaining to the membership under the banner of "*Bargaining Bulletin*". Please ensure your Branch President has your correct non-board email address so you can be kept informed. As always, stay tuned.

Hugh Garrett, Federation Officer