

NOVEMBER 7, 2012



DISTRICT COUNCIL

FEDERATION OFFICER'S REPORT

1.0 Grievances

- 1.1 Board refusing to recognize member's related teaching experience (and the resulting grid placement) as a T.A. – Step 3 (arbitration).
- 1.2 Board refusing to recognize category changes on effective date of course completion within 2011-2012 school year occurring after June 15th, 2012 – Step 2.
- 1.3 Board refusing to apply sick leave plan (legislated through Bill 115) effective September 1, 2012 to all members, including Con Ed teachers and those who had previously exhausted their ASL days – Step 2.

2.0 Retirement Workshop

Shelley Page from Provincial Office conducted this excellent and informative workshop at the Oak's Inn on October 10th explaining and answering questions regarding retirement, pensions, benefits and working after retirement. Many members were present.

3.0 LTD

- 3.1 Under the terms of Bill 115, the provincial association becomes the policyholder for LTD plans effective January 1, 2013. Any changes that take place will be communicated to our membership.
- 3.2 Members with close to 33 total credit years in the Ontario Teachers' Pension Plan should be aware that they are advised to cancel their LTDI when they no longer qualify for benefit. The termination provision in our LTD policy allows a member to terminate his/her coverage on the earliest of:
 - The date the member is eligible for a **66% unreduced service pension (USP)**, less the length of the waiting period (currently 120 calendar days); or
 - The end of the month when the member reaches **age 65**, less the length of the waiting period. If a member has paid LTD premiums after he/she is no longer eligible to receive LTD benefits, it is OTIP's policy that the overpayment of premiums may be refunded back to the member, within certain parameters. The maximum amount refunded in the event of a retroactive request will be the overpaid LTD premium amounts for the current school year, and the school year prior to the current year.
 - Please notify me with a copy of your Pension Statement (available through *iAccess Web* at www.otpp.com) indicating your total credit years in the OTPP if you believe you are able to terminate your LTDI coverage.

4.0 Collective Bargaining

Implementation of Bill 115 has created a great deal of uncertainty and angst amongst our members. The provincial Liberal government's interference in the local bargaining process imposing certain parameters and terms and conditions on us while removing our hard-won bargaining rights has demonstrated their contempt for our members and all of the work that we do.

- They have delayed recognizing our experience and qualification improvements.
- They have forced us to take a salary reduction next year in the form of 3 unpaid days.
- They have significantly worsened our sick leave provisions and the related sick leave credit gratuity.
- They have unilaterally altered the Board's hiring practices for LTO and permanent positions through the new Regulation 274 of the Education Act.

The provincial Liberal government's assault on our rights and working conditions will not cease with their current impositions. They clearly want to restrict our members from movement on any future grids. They clearly want to evade their obligations to our shared pension plan. Where will they stop?

Other future items they want to change could include staffing (i.e. class sizes), working conditions (i.e. teaching assignments, supervision, and on-calls), and benefits. All of us will pay an even greater price if the government is allowed to get what it wants. **We must stand up together** and resist this government's undemocratic and harmful actions.

Hugh Garrett, Federation Officer