

SEPTEMBER 11, 2013



# DISTRICT COUNCIL

## FEDERATION OFFICER'S REPORT

### 1. EAP

Please ensure members are aware of the EAP website created by the Lambton Kent District School Board and the Family Counselling Centre. The site lists the services available to our members as well as current wellness articles and self diagnosing surveys. The link is on the Lambton Kent Board website. The website is [www.myfseap.com](http://www.myfseap.com) Login is : tolkdsb password is : health

### 2. Staffing – Class Size – Supervision – On-calls

We will be meeting with the Superintendent next week to review class sizes and address all problems. I am also in the process of receiving each school's supervision schedule for review to ensure compliance with the Collective Agreement.

Teachers may be equitably assigned up to FIVE on-call periods of 37.5 minutes (1/2 period) each per semester in accordance with Article 26 of the Collective Agreement. On-calls are part of the supervision total of 937.5 minutes maximum per semester and teachers are to be notified prior to the end of the previous school day, except in the case of an emergency.

### 3. Long Term Disability Insurance

As reported to Council and AMDA in the spring, we now have a mandatory provincial LTDI plan which contains some important changes from our previous district plan. An overview of the provincial plan is available on our District's website, as is a form in which members who are no longer eligible for LTD benefit may terminate their coverage and the associated premium deductions.

### 4. Sick Leave Information

The new sick leave plan provides for each school year: 11 sick days at 100% of salary plus an additional 120 sick days at 90% of salary with the ability to top-up those additional days depending on how many of the initial 11 sick days each individual member used in the previous school year. If a teacher used 0 sick days last year, they are able to top-up 110 of the additional 120 days to 100% of salary for this school year. If a teacher used 11 sick days or more last year, they will not be able to top-up any of the additional 120 days and will therefore receive 90% of salary for any sick days used beyond 11 for this school year.

Please be aware that the amount of top-up now available for the additional sick days (STLDP) will now vary from member to member, unlike last year when we all had the same.

In addition, the **attendance recognition "Shared Savings Initiative" (SSI)** is in place for this school year. 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. LTO's are eligible for SSI if they have taken a VLAP day and their sick leave usage is below the threshold or pro-rated equivalent.

## 5. Unpaid PA Day(s)/Offsetting Measures (VLAP Information/ERIP Information)

Please be aware that the school year calendar consists of 194 days in which 6 of those days are scheduled as Professional Activity days.

- The PA day scheduled for October 11<sup>th</sup>, 2013 has been deemed to be “paid” for all assigned members and all assigned members are expected to report to work on that day.
- The PA day scheduled for December 20<sup>th</sup>, 2013 has been deemed “unpaid” for **permanent regular day school members** who are therefore not expected to report to work on that day. Pay deduction will be on the final (8%) pay of December, 2013.
- The PA day scheduled for December 20<sup>th</sup>, 2013 has been deemed “paid” for members on **Long Term Occasional** assignment for that date who are therefore expected to report to work on that day.
- The PA day scheduled for March 7<sup>th</sup>, 2014 has been deemed “paid” for members on **Long Term Occasional** assignment for that date who are therefore expected to report to work on that day.
- The payment status of the PA day scheduled for March 7<sup>th</sup>, 2014, is still undetermined for **permanent regular day school members** as the off-setting savings generated by VLAP and potential ERIP are still undetermined. The membership will be informed as soon as the payment status of this day is finally determined; unfortunately, it is anticipated that this will be determined in early 2014, well after many people start making their plans.

## 6. Grievances

- Board improperly denying access to new sick leave plan for some members
- Board improperly calculating gratuity for some members on partial leave
- Board improperly applying sick-leave top-up for members
- Board improperly declaring a member surplus

## 7. Negotiations

At the end of August, 2013, the Board indicated their intent to us and to the Ministry that they would append the OSSTF Memorandum of Agreement to the current collective agreement. I would like to thank all District 10 members for their strong support and courageous display of unity during the difficult process of attempting to negotiate a collective agreement last year. As a result, the OSSTF Memorandum of Agreement did produce some significant improvements to the government-imposed contract based on OECTA’s Memorandum of Agreement. We must remain strong and united in order to resist any further attempts to erode the provisions of our contract in the future. The current contract expires next August 31, 2014. To that end, we hope to begin the process of achieving a negotiated collective agreement for the following year(s) in the spring.

*Hugh Garrett, Federation Officer  
OSSTF District 10*