



SEPTEMBER 19, 2018

DISTRICT COUNCIL

FEDERATION OFFICER'S REPORT

1. **Employee Assistance Program (EAP)**

The EAP Web site offers information about the services available to you and your family through your Employee Assistance Program. You can also access tips, information and self-directed help on a variety of health and wellness topics. 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. Login is: *tolkdsb* and the password is: *health*. Information is also available on the D10 website.

2. **Working Conditions (Article L26)**

The Secondary Staffing Committee will meet to review class sizes and address known issues.

We are also reviewing supervision schedules to ensure compliance with the Collective Agreement -

- Supervision for full-time classroom teachers is a maximum of 937.5 minutes (L26.06).
- Teachers may be assigned up to 5 on-call periods of 37.5 minutes each per semester (L26.10).
- Teachers are to be notified of an on-call prior to the end of the previous school day, except in the case of an emergency. Please inform District Office of questionable emergency on-calls.
- 937.5 mins (supervision/on-call duties) – 187.5 mins (5 on-calls) = 750 mins (supervision).

3. **Sick Leave (Article C9.00)**

Fulltime teachers will be allocated 11 Sick Leave Days at 100% salary plus 120 Short Term Leave and Disability Plan (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 working less than full-time shall have their allocation of sick days and STLDP days pro-rated. Contract members who remain on sick leave from one school year into the next continue to draw on the previous year's sick leave allocation. 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.

Occasional Teachers on Long Term Assignments are entitled to the same sick leave plan pro-rated to the number of days in the assignment divided by 194.

4. **Long Term Disability (LTD) Insurance – TERMINATION OF COVERAGE AND PREMIUM DEDUCTIONS**

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

- Scenario 1: You are eligible for a 60% unreduced service pension now. Or You are eligible for a 60% unreduced service pension within the later of either the next 110 working days or the expiration of your sick leave to a maximum of 24 months.
- Scenario 2: Your scheduled retirement date is within the next 110 working days and you have notified both the Ontario Teachers' Pension Plan and your school board. Or,
- Scenario 3: You have reached the end of the month in which you turned age 65. OR You will reach the end of the month in which you turned age 65 within the later of either the next 110 working days or the expiration of your sick leave to a maximum of 24 months.

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

Stephen Lynch, Federation Officer
OSSTF District 10 Lambton Kent