

Collective Agreement News

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Grand Erie Elementary Teachers' Federation



Special points of interest:

- Effect of Government's proposal on Salary Grid
- Control Your Future Website
- Pay stub and personal profile
- Important August pay info



An ETT t-shirt observed at the Days of Action protest in Toronto on April 21st.



The Grand Erie group with Susan Swackhammer and Carolyn Walker.

Control Your Future - Questions from Control Your Future

How would the government's proposal affect salary grids?

The government's proposal to review salary grids over the next two years "with a view to future sustainability" leaves a great deal unanswered. The government hasn't been clear about what constitutes "sustainability", how salary grid review would occur or who would be involved in the review.

Due to the government's lack of clarity, it's hard to know what exactly the new grid structure would look like. But, given the intent of the other government proposals tabled during its February 22nd discussion with ETFO, revising the grid might include any (or all) of the following:

- changing the number of grid steps based on experience;
- changing the number of categories based on qualifications;
- changing the rules for evaluation of qualifications.

What would that mean for ETFO members? More years of teaching to reach maximum salary, and more additional qualification courses and degrees to move across salary categories.

How would this work in practice? If you're a teacher who's currently at Step 1 of Category 2 on your salary grid, you would remain at Step 1, Category A2 between September 1, 2012 and August 31, 2014, despite having gained two additional years of teaching experience. If you successfully complete additional coursework (which teachers currently undertake at their own expense and on their own time), you would still remain at Step 1, Category A2.

No matter what variation the government's grid review takes, one thing is clear: newer teachers who are just beginning to establish themselves in the profession will be denied the opportunity to advance in salary as they accumulate experience and qualifications. They will be the hardest hit by this aspect of the government's proposal.

(see next page re: grid calculations ...)



The proposals that the government presented at the PDT included a freezing of the grid for any members still on the grid. The following chart was calculated by ETFO - York Region to demonstrate the affect it will have on all members still on the grid.

Calculating the Cost of the Government Strips to a Teacher on the Grid:

Freezing the Salary Grid: This is the Social Contract of 1993 being revisited. Freezing teachers on the grid with no ability to be restored to the appropriate grid position after two years would have the following impact:

To use the chart, go to the cell of the grid that applies to the teacher in 2011-2012; the number shown is the amount of money that teacher will lose as a result of a 2-year grid freeze, assuming that there are no other salary increases until the teacher reaches the maximum, and that the teacher will not change categories until they reach the maximum.

Yrs	A	A1	A2	A3	A4
0	66902	61314	67724	75188	82794
1	62698	55178	60950	67666	74510
2	57806	49048	54184	60150	66242
3	52926	42926	47410	52624	57954
4	47368	36788	40634	45110	49668
5	41812	30658	33864	37594	41410
6	38044	24534	27090	30066	33120
7	32562	18396	20310	22550	24842
8	27098	12270	13542	15022	16554
9	21632	6142	6768	7508	8286
10	16162				
11x	9536				
11y	7336				

The calculation = 2x (current category max – current salary) e.g. 2 x (A4 max – A4.0) = 2x (\$93134 – \$51737) = \$82794

Control Your Future Website

You can access the latest bargaining information, bargaining history, download screensavers, download apps, participate in polls, view videos, etc. by going on a website dedicated to this round of bargaining. All this information can be found at;

www.controlyourfuture.ca

Pay information:

A reminder to be prepared this August. The last pay for 2011-2012 will occur on August 9th. The first pay for 2012-2013 will occur on August 30th. This is a three week period between the two pays.

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We can also be contacted through FirstClass.

Your pay stub and personal profile.

It is important to occasionally check your pay stub to make sure your salary and any allowances you may have qualified for are correct. Should there be a problem, contact HR as soon as you find the discrepancy. Although it rarely happens, it has happened this year.

The current practice for the collection of overpayment, and for the refund of underpayment is collected/paid back to September 1st of the previous school year (present year plus one). This indicates that the Board recognizes some responsibility in maintaining accurate records, but it also limits that responsibility. It also shows that each member has some responsibility to check information on pay stubs, and to contact HR when something is not correct.

This is also important when it comes to the Profile created by the Board for each member. Information on that profile should be checked carefully for accuracy each year. By checking the information and correcting it immediately, any mistakes that may impact you financially will be corrected before any time limits prohibit you from receiving credit and/or financial remuneration you deserve.

If you find a problem with either your pay stub information, or your profile, contact either of the following people in HR;

members with the last name A - M, contact Laura Crawford at the Board at extension 281129
 members with the last name N - Z, contact Cynthia Townson at the Board at extension 281141

PS. - We have received several calls during the year regarding the profile. It appears that on your profile, inclement weather days were charged to sick leave credits. Although at the top of the profile it appears so, at the bottom you will find that the days are not actually subtracted from your total sick leave credits.