



# Collective Agreement News

Volume 15

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Editor: Dave Peters CAO

## Grand Erie Elementary Teachers Federation

Your Collective Agreement outlines the terms of your employment with the Grand Erie District School Board. Please contact me immediately if you have any questions/concerns regarding any aspect of the Agreement (CA).

### Preparation Time

- Each teacher is entitled to 240 minutes per 5 day instructional cycle.
- A part time teacher (50%) is entitled to 120 minutes per 5 day instructional cycle. This may be averaged over 2 cycles.
- **Prep blocks MUST be a minimum of 40 minutes.**

### Special points of interest:

- Payroll Information
- Preparation Time
- Bargaining News
- Contact Information
- Voluntary Leave of Absence Program
- New LTD Plan
- Unpaid PA days

### Benefits

There is no change to our benefits package at this time.

If you have an **over-age dependent** (between 21 and 25 and enrolled full-time at a post-secondary institution) it is essential that you notify Standard Life. Complete the Confirmation of School Attendance Form (available at your school office) and send directly to the address at the top of the form. **This form must be submitted each year.**



### Bargaining News

As part of the ETFO MOU, all school boards across the province were expected to append the MOU to current agreements by the end of August, allowing for local bargaining to take place over the summer. To nobody's surprise, bargaining did not occur over the summer, as planned. As a result, the date for appending the MOU was extended to September 30, 2013. Local bargaining did occur, to some extent, but has not officially concluded until the MOU is signed by the Board and appended to our collective agreement. In most boards across the province, there appears to be some hesitation regarding signing the MOU in its entirety. As September 30th approaches, there continues to be some discussion between ETFO and the Ministry to sort out any difficulties regarding the MOU and the position some boards are taking. Local bargaining was greatly affected by the effects of Bill 115, the MOU, and Reg. 274. Once the MOU is signed by the Board and appended to our contract, we will outline the results of local bargaining. This should happen shortly after September 30th. Members need to also know that there will NOT be a ratification meeting or ratification of our contract, since it was imposed.

### Unpaid PA Days for 2013-2014

In Bill 115 and the imposed contract, there were three unpaid PA days. The fate of those days changed under the ETFO MOU as follows;

October 11th - This is no longer an unpaid day. It is now a PAID PA day. The format of this day is still to be determined.

December 20th - This continues to be an UNPAID day. We will not be working on December 20th.

March 7th - Currently, it is scheduled as an UNPAID day, but this may change. Should the Board be able to implement enough "cost-cutting measures" through implementation of the Voluntary Leave of Absence Plan (VLAP), Early Retirement Incentive Plan (ERIP), and other measures, then March 7th will become a PAID PA day. **If you are hoping to make arrangements for that day, and are worried that it will be a paid day, you can make arrangements. We have discussed this with the Board, and if it becomes a PAID PA day, members will be able to take it as a VLAP day.**



### 2013-2014 Pay Dates

August 29  
 September 10, 26  
 October 10, 24  
 November 7, 21  
 December 5, 19  
 January 2, 16, 30  
 February 13, 27  
 March 13, 27  
 April 10, 24  
 May 8, 22  
 June 5, 19  
 July 3, 17, 31  
 August 14

#### Contact Info:

GEETF  
 49 Dalkeith Dr., Units 1 & 2  
 Brantford, ON  
 N3P 1M1  
 Tel: 519-753-9291  
 1-888-753-9291  
 Fax: 519-753-1970  
 Email:  
 Dave: dpeters@gefed.on.ca  
 Donna: pres@gefed.on.ca  
 Maggie: mbailey@gefed.on.ca

We can also be contacted through



The Office: Maggie,  
Donna, and Dave

It is EACH teacher's responsibility to ensure that his/her payroll information is correct. Members are asked to repay the Board when errors occur. This can be very costly to a teacher if it is not discovered early!

**Please take a few minutes to ensure that YOUR payroll information is accurate**

- **Salary— check to ensure that your regular pay X 26 is what your grid salary is for September 1, 2012 according to the Collective Agreement.**

**PLEASE NOTE:** If your employment with the Board started on a date other than September 1st, if you have taken an unpaid leave of absence, or have worked part-time AND have less than 11 years of experience, your annual salary may not be listed on the grid in the Collective Agreement. Use the following example to help determine your annual salary;

Teacher A was hired full time on September 30/10 and is in Cat A4. He/She is credited with 2.9 years of experience for salary purposes (1/10 credit for each FULL month of experience).

His/Her salary would be \$65 014

- $61\,487 [A4Yr2] + ((65\,406 [A4Yr3] - 61\,487 [A4Yr2]) \times 0.9)$
- $61\,487 + (3919 \times 0.9)$
- $61\,487 + 3527 = 65\,014$

**Benefits— ensure that you are paying the correct amount for the coverage that you believe you have. On the following pages is a detailed outline of what to look for on your pay stub.**

### Provincial LTD Plan

Every member of ETFO was informed that, as of November 1, 2013, a new provincial LTD plan will begin. Many details about the provincial LTD plan were included in the letter received by members. Donna and I will be attending an OTIP workshop next Monday to learn about the details of the implementation of the new plan. Additional information specific to the changes from our local LTD plan to the provincial LTD plan will be released as soon as possible.

If you have any immediate questions about either our current LTD plan or the new LTD plan, feel free to contact the office.



## PAY STUB INFORMATION

The following is a breakdown of information from your pay stub.

### EARNINGS

**Regular** this amount equates to 1/26 of your annual salary. This amount includes any extra degree allowance, additional responsibility allowance or administrative designate allowance.

**EI Refund** this is an amount refunded while you are paying EI premiums

**Retro** retroactive salary adjustments

### DEDUCTIONS

**Donations** United Way contribution. The deduction is voluntary and occurs each pay

**Federal Tax** statutory tax deduction (as legislated)

**EI** statutory Employment Insurance deduction (as legislated) to a maximum of \$891.12 for the 2013 tax year

**CPP** statutory Canada Pension Plan deduction (as legislated) to a maximum of \$2356.20 for the 2013 tax year

**Ee Dental** this is 10% of the premium; paid by the employee (\$2.00 per pay for single coverage for full-time teachers, \$5.65 for family coverage for full-time teachers – pro rated for part-time teachers)

This deduction occurs on 24 pays. There is no deduction from the first pay for the school year (August) or the third pay in the first month when we receive three pays – January, 2014

**Ee Ext Health** this is 10% of the premium; paid by the employee (\$5.17 per pay for single coverage for full-time teachers, \$12.20 for family coverage for full-time teachers – pro rated for part-time teachers)

This deduction occurs on 24 pays. There is no deduction from the first pay for the school year (August) or the third pay in the first month when we receive three pays – January, 2014

**Fed Fee** federation fees payable to ETFO – 1.89% of gross salary; not payable in the summer

**Full Deposit** amount deposited directly into your bank account



<b>Grplife</b>	this is 10% of the premium; paid by the employee (0.239/\$1000). Coverage – two times salary.  This deduction occurs on 24 pays. There is no deduction from the first pay for the school year (August) or the third pay in the first month when we receive three pays – January, 2014
<b>Dep life</b>	premium for dependent life 100% paid by employee (\$2.87/ pay). This deduction occurs on 24 pays.
<b>Grdp life</b>	premium for grandparented life insurance 100% paid by employee; (\$0.239/\$1000). This deduction occurs on 24 pays.
<b>Ltd</b>	premium for Long Term Disability insurance 100% paid by employee; 1.946% of gross salary
<b>Tppb</b>	Teachers' Pension Plan deductions (as required under the TPP Act)
<b>Humanity Fund</b>	ETFO Humanity Fund Contribution – one time only (second pay in November)
<b>Local Levy</b>	federation fee to GEETF – two contributions of \$13.00 payable the second pay in September and the second pay in February
<b>Oct Fee</b>	Ontario College of Teachers annual fee – two installments - one on each of the first two pays in January, 2014

**Please note the following:**

**There are two columns on your pay stub. The first column shows the amount for the pay period; the second is a cumulative total for the year to date (current tax year NOT the school year)**

Any questions regarding **payroll** should be directed to **Vivian Hussack at 519-756-6301 (Ext 281148)**

Any questions regarding **salary/grid placement** should be directed to **Dimetra Re-sendes at 519-756-6301 (Ext 281127)** or her replacement (TBA).

Any questions regarding **Benefit enrollment** should be directed to **Laura Crawford at 519-756-6301 (Ext 281129)** if your surname begins with A-M or **Cynthia Townsend at 519-756-6301 (Ext 281141)** if your surname begins with N-Z

**AND/OR**

Call the GEETF office for assistance