



Collective Agreement News

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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.

Office Hours for the night of parent interviews - November 14, 2013

The GEETF office will remain open until 7:30 should members wish to contact us during the evening of parent interviews on November 14th.

If you are taking VLAP days for this school year:

It is highly recommended that you contact the Ontario Teachers' Pension Plan to buy back your pension credit for any VLAP days used. You must do this **AFTER** you have taken the VLAP day(s). You can do this by phone (1-800-668-0105) or on the OTTP website (ottp.com).

Special points of interest:

- VLAP information
- Bargaining News
- New LTD Plan
- Office hours on PD day
- New pay system
- Unpaid PA Day - December 20th

Bargaining News

You may be aware that on October 22nd, the current government introduced Bill 122, School Boards Collective Bargaining Act 2013. The Bill is currently in the second reading debate stage. There is some thought that government intends that the Bill be passed sometime prior to the release of the spring budget. Some of the main highlights of the Bill;

- Two-tier bargaining (central and local tables)
- Notice to bargain up to 270 days prior to the expiry of a collective agreement (currently 90 days)
- ETFO is the Union's bargaining agency, OPSBA is the employer's bargaining agency, with the government having the "right to participate" at central tables
- Terms of Collective Agreements can be set by government regulation at two, three or four years.

There are concerns about the Bill. In particular the role of the government as a "non-party" in the bargaining process, the scope of ministerial power under the Bill, the term of the agreements and timelines for serving notice to bargain, among others.

ETFO continues to analyse the legislation and provide further input to clarify and strengthen collective bargaining rights for teachers. As part of this effort, and with the goal of speaking with one voice, ETFO will continue to consult with other education unions to win support for amendments.

Locally, the Collective Bargaining Committee will be meeting to begin the process for the next round of bargaining. Although we are not entirely sure about timelines (not knowing when the Bill will pass), it is important to begin preparations in advance in case the new timeline for notice to bargain is invoked upon the passing of the Bill. (A full overview of Bill 122 is available on the ETFO website (etfo.ca).)

December 20 - Unpaid PA Day - Pay Information

The December 20th unpaid PA day will be deducted from the 9th pay of the year, which occurs on December 19th. Although on the surface it appears that the Board has been bitten by the Ebenezer Scrooge bug, the truth is that December 20th would normally appear on that pay period, due to our salaries being equalized over 26 pay periods throughout the year. Plan accordingly. **This is an UNPAID day - no contract teachers will be attending any Board function this day. If parents wonder why we have a PA day on the day before Christmas Break, let them know that it was a decision made by the government, not teachers - and we are losing pay for the day!**



Coming Soon

For pay purposes, the GEDSB will be transitioning from paper pay stubs to electronic pay stubs in the new year. There will be some changes for some members in the way your pay is deposited, and/or the way some special arrangements will be handled. Stay tuned! HR will be sending out information in December regarding the new system. Please hold any questions until then because some of the final details need to be worked out.

New Provincial Long Term Disability (LTD) Plan

All Union Stewards were provided with a powerpoint presentation outlining a comparison of our previous LTD plan. The chart below outlines the main differences between the two plans.

	Old Plan	New Plan
Participation	- mandatory since 2003	- mandatory - condition of employment
Early Intervention Rehabilitation	- optional - after 20 consecutive days of absence	- mandatory - after 15 consecutive days of absence - the only aspect that is mandatory is a phone call. - <u>Participation</u> in EI Rehab is NOT mandatory
Participation during LOA	- optional	- mandatory for a max of 24 month period
Waiting Period	- 70 working days	- the later of 110 working days or expiration of sick leave
Termination	- end of the month the member retires (less the 70 day waiting period) - end of the month in which the member reaches 65 (less the waiting period) - the date the member becomes eligible for <u>66%</u> unreduced service pension (33 years of service)	- end of the month the member retires - end of the month in which the member reaches 65 (less the waiting period) - the date the member becomes eligible for <u>62%</u> unreduced service pension (31 years of service)
Benefit Level	- 60% (Wage replacement)	- 55%
Cost	- Includes PosAction Plus, CAREpath, FeelingBetterNow, and PST; - 1.974%	- Includes PosAction Plus, CAREpath, FeelingBetterNow, and PST; - 1.212%*

* - members should be checking pay stubs to confirm the premium has changed.

Due to economy of scale and a reduction in some aspects of service, the cost for LTD has been reduced noticeably, **but** the level of service has also been reduced for GEETF members.

For members who are eligible for termination of LTD premiums:

If you have submitted your retirement notice, have turned 65, or have thirty-one (31) or more years of credited service, according to your service record (available on *iAccess* on the pension website or in your pension report) you will not be able to apply for LTD. You need to contact Dave Peters at the GEETF office for an "Application for Coverage Termination" form so that your premiums can be terminated. You will need to provide proof of either your age (copy of birth certificate, health card, or drivers licence) or provide a copy of your Teachers' Pension Plan Board service credit statement.