



# Collective Agreement News

Volume 16

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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 in the VIP Room on the Standard Life website) and send directly to the address at the top of the form. **This form must be submitted each year.**

### Bargaining News

On June 30, 2014, ETFO served Notice to Bargain on the Premier, the Minister of Education, and on the Ontario Public School Boards' Association. This begins the collective bargaining process, as set out in Bill 122, and advises them of ETFO's intention to negotiate collective agreements on behalf of our members. All local collective agreements in Ontario expired on August 31, 2014, and as a result, ETFO has also informed each public school board in Ontario of their intention to bargain locally. Bill 122 established this two-tiered bargaining process, in which there will be Central Table negotiations and Local Table negotiations. With new legislation, and a new bargaining process, comes some uncertainty in terms of timelines surrounding this round of bargaining. Dates for ETFO, the Minister's team, and OBSPA's team to meet have been established - the first meeting took place on September 3, 2014. It is likely that this first meeting was fairly brief, setting out ground rules and dates for future meetings. Three more dates - September 19, 26, and 27 have been scheduled. ETFO's bargaining campaign and website is apparently going live on the ETFO website soon - perhaps by the end of September..

Until a Central Table agenda and items are established, local bargaining will not begin. There is a good chance that all stakeholders will proceed cautiously as they navigate through the new legislation and process. As a result, local collective bargaining has not begun, nor have any dates been set for the local bargaining team to meet with the GEDSB bargaining team.

### Salary Correction

On September 1, 2014 all ETFO members received the salary correction outlined in the MOU. The infamous "2% penalty" was removed from the funding formula, reinstating ETFO grids to where they would have been had there been no penalty. In order to calculate the correction, members need to go back to August 31, 2008 on the grid and multiply each yearly increase to September 1, 2012 by 1.03 (3%). Under the penalty, for the 2008-2009 and 2009-2010 years, the increase for ETFO member was only 2%, not 3%. The correction has been checked by both ETFO provincial and the local office, as well as the GEDSB. The grid in the June 2014 newsletter is the new result.



### 2014-2015 Pay Dates

August 28  
 September 11, 25  
 October 9, 23  
 November 6, 20  
 December 4, 18  
 January 1, 15, 29  
 February 12, 26  
 March 12, 26  
 April 19, 23  
 May 7, 21  
 June 4, 18  
 July 2, 16, 30  
 August 10

#### 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@geetf.ca  
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 Maggie: mbailey@geetf.ca

Or on Outlook:  
 David Peters  
 Donna Howey  
 Maggie Bailey



The Office: Maggie, Donna, and Dave

### Salary Note: 2014 Taxation Year Income

Of note this year is the January 1, 2015 pay date. Since this is officially a holiday, you will be paid on December 31, 2014. The outcome of this change will be that you will receive 27 pays for the 2014 taxation year. As a result, for T4 purposes, it will appear that you earned more in 2014 than you should have - this is not the case. Your annual salary is the salary you should have earned on the grid, but the amount paid in 2014 is higher due to the simple change of pay date. Although this is a very early notification, it is important to note that the effect of this change will resurface in the 2016 or 2017 taxation year, where it will seem that the amount you are paid will be 1 pay less for that year. Again, this will not be the case.

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, 2014 - All Stewards received the corrected grid for September 1, 2014 in the CAO's June 2014 newsletter.**

**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. Use the following example to help determine your annual salary;

Teacher A was hired full time on September 30/11 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 \$66 295

- $62\ 698 [A4Yr2] + ((66\ 695 [A4Yr3] - 62\ 698 [A4Yr2]) \times 0.9)$
- $62\ 698 + (3997 \times 0.9)$
- $62\ 698 + 3597 = 66\ 295$

**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.**



## 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 before allowances - essentially this is your grid rate. Any extra degree allowance, additional responsibility allowance or administrative designate allowance will be found below the regular pay line.

**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 \$913.68 for the 2014 tax year

**CPP** statutory Canada Pension Plan deduction (as legislated) to a maximum of \$2425.50 for the 2014 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, 2015

**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, 2015

**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, 2015
<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; 1.212% 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 two pays in January, 2015

**Please note the following:**

**There are two main sections on your pay stub (earnings and deductions), and two important columns in each section. 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