

OSSTF Limestone District 27

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MEMORANDUM

To: All Members of the Teachers' Bargaining Unit
From: Teresa Marrello, District Officer
Date: December 8, 2011

1. Retirement & Occasional Teaching

If you retire at the end of Semester I, you *can* do occasional teaching Semester II. To get on the Occasional list for the beginning of Semester II you must get a recommendation letter from your current principal. Send the letter to Paula Medeiros, Staffing Coordinator, and include the following information:

- ▶ Your current address and telephone numbers where you can be reached
- ▶ Your current qualification record card from the Ontario College of Teachers
- ▶ Your preferred subject areas and which schools you are willing to go to teach
- ▶ Your availability—ie every day, or not on Fridays, or just Tuesdays

The Board must receive this information package by **January 11** in order to place you on the February addendum list of Occasional Teachers.

2. Claiming Extended Health Benefits—Manulife Conversion

December 31, 2011 is the deadline to submit a medical claim for **2010**. Extended Health Benefit Claim forms can usually be found in the main office at your workplace. Alternately, you may download a form from the website found at www.manulife.ca/groupbenefits.

As you are aware we now have a new benefit group number (38675) and identification number. Members should have received their new cards from Manulife. New booklets will be sent to all members in the near future. All claims from November 24, 2011 must be claimed under the new numbers.

We were concerned with the original information we received from the board as to how Manulife was going to handle the conversion with respect to our deductible. Through further discussions with the board we were able to secure the following change from the original Manulife position: for this year only, the deductibles will be waived from November 24, 2011—May 31, 2012.

3. Staffing & Class Size Maxima Update

At the staffing meeting of December 7, 2011, placements and “pullbacks” were made for Semester II as a result of new information such as leaves for Semester II, resignations and retirements. Enrollment has stayed even projections. Unfortunately the surplus and redundancy lists were not cleared. We still have 6 teachers on the surplus list (7 sections) and 5 Teachers (9 sections) remaining on the redundancy list. All teachers Rank 570 and above have been placed to their full entitlement. Most Teachers below Rank 570 have been placed to their full entitlement. There are still Teachers without work for semester II. We were also able to complete 14 full transfers. The end result is that some contract sections are being advertised for Semester II which gives members the opportunity for teach on mutual consent. Increases in entitlement are not possible until we clear the redundancy list. I am hopeful that we will be able to clear the list by the beginning of Semester II.

If you do not have an entitlement of 6 classes (full time) and you wish to increase your entitlement, please be aware that according to the Teachers' Collective Agreement: A Teacher with an entitlement of 3 classes or more **shall** be appointed before anyone new is hired; and a Teacher with an entitlement of 1 or 2 classes **should** be appointed before anyone new is hired.

The District Staffing Committee has adjourned and will reconvene in the spring to begin staffing for next year. The Joint Secondary Staffing Committee will meet in the near future to review the staffing process. The President, Steve Newstead, the Chief Negotiator, Andrea Loken and I will represent OSSTF.

I will post the Transfer form and process for the 2010/12 Staffing year in late January. Members who are split between two or more sites may wish to complete a transfer form asking to be consolidated at one work site.

The Chief Negotiator, President and I met with the Board in October to discuss class size maxima overages. We reviewed the data provided by the Board and cross-referenced this with our OSSTF CBC Class size survey data. We reported any anomalies to the Board. Most members have received a remedy for their class size violation. There are still a few violations outstanding and we are working through these with the board at the informal grievance process stage.

If at any point during the semester your class size increases and violates the Collective Agreement, you would be entitled to any settlement that was negotiated. Please report this violation to your Branch President and the District Officer immediately

4. Retirement Workshop

If you are considering retiring within the next seven years, you are encouraged to attend the Retirement Workshop scheduled for February 15, 2011 at 4:00 pm in the Library at FSS. The workshop will be presented by one of the Provincial OSSTF Pensions and Benefits Officer. This is an excellent workshop with a lot of valuable information. To sign up, please call the District Office at (613) 546-6985.

5. January Pay

Your January pay may seem lower because EI and CPP deductions begin again. The Ontario College of Teachers fee of \$120 will be deducted from the January 20 pay.

6. Take Control of Your Mental Health--feelingbetternow.com

FeelingBetterNow is a new mental and emotional health care program that has recently been added to our Long Term Disability Plan by OTIP. The program has been approved by College of Family Physicians of Canada.

The program provides easy-to-use tools to help with common problems such as sadness, anxiety, depression, stress, low energy, poor sleep, poor concentration and poor function at home, work or school. The program provides and emotional and mental health assessment, tools that you and your doctor can use to assess, treat and follow-up on emotional and mental health concerns. It also provides resources about these issues.

To access the program, visit www.feelingbetternow.com/otip. You will need your LTD group policy number **L7072-902** and the following access code **OTIPRAEO**. Accessing the website is completely confidential and anonymous. FeelingBetterNow will respond to medical and work-related questions and give you a printable Diagnostic Risk Assessment map and a Care Map that you can take to your family doctor. These maps can help you and your doctor to identify issues, prevent problems and manage and promote your mental and emotional well-being.

7. OSSTF Holiday Party—December 10—11:00--1:00 pm, Cataragui Arena

Hope to see you and your family at the party. There will be: Skating, Jumping Castle, Holiday Crafts, Cooking Decorating, Tattoo Parlour, Colouring, and of course a visit from Santa Claus. We have had an excellent response from the membership and I am looking forward to visiting with of our OSSTF family both old and new. See you there!

******* Have a Wonderful Holiday *******

Questions? Please don't hesitate to call or email.

Email: officer@kingston.net

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