

News @ 25



Ottawa-Carleton
District 25
Teachers' Bargaining Unit

Update from the Office: 729-7211

November 2006

From Your President:

Kerry Houlahan
khoulahan@osstf25.on.ca

Bill 52 Update

As you can see from the comparison chart below, the most problematic pieces of the legislation have been amended. These amendments would not have been possible without intensive lobbying by individuals, local bargaining unit leaders and the provincial executive and staff. However, it will still be necessary to ensure that policies developed following the passage of the bill maintain protection for all of our members. The government still intends to implement equivalent learning and non-traditional programs as part of "Learning to 18" and so OSSTF must be involved at all levels of policy and program development.

Original Bill 52	Amended Bill 52
• Required students to stay in school until age 18	• Requires students to stay in school until age 18
• Definition of equivalent learning would have required programs to be offered by external providers including colleges, universities, community groups and employers	• Definition of equivalent learning has no requirement for external providers
• Boards required to enable pupils to participate in equivalent learning	• Boards required to offer equivalent learning in accordance with Ministry standards
• No control over who grants credits	• Only the Principals of publicly-funded schools may grant credits
• Undefined standards for the programs	• Learning must not be "of lesser quality than those provided in the traditional education system"
• Enforcement through <i>Highway Traffic Act</i> and withholding or suspension of driver's licence	• All amendments to the <i>Highway Traffic Act</i> were deleted
• Would have been proclaimed and implemented immediately upon Royal Assent	• Proclamation of equivalent learning sections is delayed indefinitely

Next Steps

1. Collect information and assess all existing "Learning to 18" pilot projects.
2. Challenge pilots as needed, with "fight back campaigns" in local districts.
3. Continue to lobby MPPs on funding and policy issues.
4. Initiate policy and bargaining discussions on "contracting out" issues for all bargaining units (to be co-ordinated by provincial office).
5. Individual members should alert their bargaining unit to any new "Learning to 18" programs that go beyond "traditional" delivery models.

From Your Chief Negotiator:

Kerri Ferguson
kferguson@osstf25.on.ca

Edvantage

The *Edvantage* Discounts Program (exclusive to educational employees in Ontario) is a free, special benefit providing exclusive discounts and special deals with different retail partners throughout Ontario and around the world. For more information on the various partners, you can access the *Edvantage* website by clicking on “Links” in the left menu bar on the District 25 website.

Your OSSTF membership card is also your Edvantage card. If you do not have a card or a current sticker for your card call OSSTF Provincial Office at 1-800-267-7867 and ask for the Database Department as your address may be incorrect on file. *Edvantage* cards are available for other members of your family (spouse or dependant children above the age of 18). Follow the “Family Cards” link at the Edvantage website, for more details.

What is a Grievance?

We often get requests from teachers who are unhappy about something and want to file a grievance. Article 29 of our collective agreement describes the grievance process. OSSTF can only file a grievance when the collective agreement has been violated. It is not a process to be used to solve personality conflicts between people. All grievances belong to OSSTF and it is up to the local grievance committee to determine whether an issue is grievable or not. In District 25 this committee is made up of the president, chief negotiator, and membership services officer. If the collective agreement has been violated, the first step is to make a formal complaint to appropriate board personnel. The intent is to put the situation right and the preference is for this

to occur without grieving. If the situation is not resolved with the complaint, then the next step may be to file a grievance. The grievance process is a problem solving mechanism; not a disciplinary tool.

If you have an issue that you feel is a violation of the contract, contact Kerri Ferguson at the District 25 Office. If you are in a situation that is not grievable, we can still offer advice and strategies for dealing with the problem.

From Your Membership Services Officer:

Louise Derry
lderry@osstf25.on.ca

Stop paying LTD Insurance

Teachers are no longer eligible to collect LTD if they meet the following criteria:

1. they qualify for a 60% unreduced pension (i.e. 60 % with 85 factor) from the Teachers' Pension Plan Board, or
2. they reach age 65.

Depending on the waiting period option, a teacher can stop payment over a year before the above criteria have been met.

Termination forms are available at www.osstf25.on.ca/TBU.FAQ

Register for iAccess

iAccess is a secure website where teachers can update their contact information, access information about the pension plan, buy back credit for an absence, calculate different retirement scenarios, and view current annual statements and pension details.

Call (416) 226-2700 or 1-800-668-0105 from 8:00 a.m. - 5:30 p.m. weekdays for more information.

