

OSSTF DISTRICT 11 OCCASIONAL TEACHERS' BARGAINING UNIT NEWSLETTER, MARCH 2009

COLLECTIVE AGREEMENT REACHED !

OSSTF District 11 negotiated a new 4 year deal, retroactive to September 2008, which the membership ratified on January 30 2009. My thanks and appreciation to our table team of Tony Stokes, Geoff Shilleto, Sheila Brown, District President Dave Russell, our Provincial bargainer, Tom Byers, and Provincial President Ken Coran. The following improvements were achieved for Occasional Teachers:

- a **3% salary increase** in each year of the agreement Retro pay was to appear on the pay scheduled for March 6;
- **retroactive** to Sept. 1, 2008, the **daily rate** for short term occasional work will reflect the proportion of an absent teacher's timetable actually worked. **For example, 3 periods will be paid at 1.0 of the daily rate (formerly .98)**. there was a possible problem with the computer system being able to retroactive this enhancement for March 6. Therefore if this part of the retro pay was not on the March 6 pay, it should appear on March 20. Please monitor your pay statements;
- OT,s will now have to indicate their **intent to remain on the list by April 30 (formerly June 30)**.OT's will receive notice by First Class email by April 1 asking his/her intent;
- **beginning in the 2009-2010** school year, OT's must **teach 5 days** in order to remain on the list for the next year (currently 1 day);
- effective September 2009, OT's who work more than 20 days in the previous year and who otherwise have no access to PD days will be entitled to **2 paid PD days**;
- LTO Teachers whose assignment length is known in advance will have their **sick leave days** allocated at the **start of the assignment** rather than on an on-going basis;
- effective immediately, an OT who accumulates **sick time** through an LTO assignment will now be able to **carry those days forward** if he/she obtains a contract teaching entitlement during the current or subsequent school year;
- effective immediately, there will be a **pregnancy SEB plan** which will provide payment of 100% of an LTO's salary for the 2 week waiting period for EI.

The Agreement will be posted on the Board's website in the near future.

WANT TO REMAIN ON THE LIST FOR 2009-10?

In order to remain on the Secondary OT list, members must comply with the following requirements:

- teach at least one day, starting in 2009-10, an OT must teach 5 days to remain on the list;
- notify the Board of your **intent to remain on the list by April 30**. Previously the date was June 30. We have agreed to the new date so that if a member neglects to notify the Board, we will have time to attempt to rectify this prior to the summer break. Starting this year, you will receive the request from the Board by email rather than on your portal. This should result in fewer problems;
- complete your **offence declaration** through the employee portal. A message to that effect will be on your portal no later than June. Without the declaration you will not be able to teach in the fall;
- you will also be notified of your need to complete a Whmis review. Again this is a requirement to be able to work in the fall.
- be in good standing with the Ontario College of Teachers, ie. your college fees for 2009 have been paid by April 1. Contract teachers pay through Board deductions. Most OT's must pay directly. This can be done on line at www.oct.on.ca.

COMMUNICATION WITH MEMBERS

Communication with members in our Bargaining unit is difficult. Our resources only provide for 3 mailings a year and the process of using the Royal Mail is slow. Use of Board email for Union business is not allowed. Therefore I encourage all members to visit the OSSTF District 11 website frequently. Any urgent messages for OT's will be posted there. www.osstf11.com

Also, the Board communicates with you through First "Class". You should check your email, portal, and the OT Conferences folder on a regular basis.

ANNUAL GENERAL MEMBERSHIP MEETING

The Occasional Teachers' Bargaining Unit's Annual Membership Meeting will be held on Wednesday May 13, at 4:30 pm at The District 11 Office at 680 Industrial Road in London. All members are encouraged to attend. **Pizza and other refreshments** will be served after the meeting. Members are asked to **register their attendance on the District website** so that the number attending can be estimated. Your cooperation with this is appreciated.

TENTATIVE AGENDA

1. Welcome from the President
2. Greetings and Report from the District President
3. Adoption of the Minutes of the May 2008 Annual General Meeting
4. President's Report
5. Presentation of the 2008-09 Proposed Budget
6. Review of new Collective Agreement
7. Constitutional Amendments
8. Other Business