

WHAT'S NEW FOR OCTU?

September 2010

SALARY INCREASE

- ◆ 3% as of September 1st, 2010.

BENEFIT ENHANCEMENTS

- ◆ Vision – was \$375.00 ~ **NOW** (effective September 1st) \$500.00 every 24 months
- ◆ Dental / Crowns – was 20% patient portion ~ **NOW** patient portion is 15%
- ◆ Naturopath – was \$250.00 ~ **NOW** \$400.00 per calendar year
- ◆ Dispensing Fee Covered– was \$7.00 ~ **NOW** \$8.00

OVERTIME

Article 22:

Time worked in excess of 7 hours per day; or in excess of 35 hours per week; or on a Saturday.

All employees are entitled to two (2) 15 **minutes breaks** during each half normal workday + **1-hour lunch break** and be **free from work responsibilities**.

Taking a break is a healthy thing to do – your mind and body need those 15 minutes of down time away from your hectic workspace.

Please, please, please...ask your supervisor to pre-approve overtime prior to you working beyond the 7 hours per day. We are not salaried employees; we are paid by the hour. Should your overtime request not be approved, then you will be working on Board Free Time. We are not volunteers...we are employees & are entitled to be paid for **ALL** the work we do.

And, we should not be expected to work through our LUNCH hour to keep up with the busy pace in our workplace. If there is an abundance of work...then overtime should be approved. If our members continue to work through lunches and after hours without remuneration then the board may see no reason for additional staffing to our workplaces. If we demonstrate the need for overtime the Employer will have evidence of the need for additional staffing.

We are our own enemy if we continue to work through lunches, not take breaks and stay after hours without being paid. Should your supervisor not support the need for breaks and lunches...you need to be reporting this to the union office. It is not about the Contract...it is the Law!

RETIRING OR SOON TO REACH THE AGE OF 65?

If one of these questions applies then you need to contact Debbie Majka. Arrangements will then be made to have your OTIP - LTDI premium waived.

PAY EQUITY – JOB MAINTENANCE

Debbie Majka, President and Sharon Leonard, HR has recently finished reviewing the completion of the job descriptions, which are now in the hands of the Evaluation Committee. They will continue to work on the Maintenance process of our Plan. We had hoped that the process would have moved along a bit quicker than it has, but with scheduling issues beyond our control it was not possible. The Committee too is anxious to complete this piece of the process. It has been a lot of ongoing work. Thanks to everyone who has offered their time and effort to be involved for our members.

EI – SUMMER 2010

A number of support staff across the province have been denied EI this summer. If you were someone who was denied, please contact Debbie with the details.

There is a 30 day limit for filing an appeal.

TRANSPORTING STUDENTS

It is recommended that Members **do not** transport students. Be aware of the implications you will encounter should a motor vehicle accident take place while driving students in your vehicle. This means that members should not drive students to the hospital, sports events, etc. Employer liability coverage pays after the employee's liability coverage is exhausted where the employee was transporting students arising out of the course of the job. If, however, the transporting of students is frequent or included in the scope of their duties, (**which is not in the scope of OCTU duties**) this could be considered carrying passengers for compensation and the coverage should be extended beyond the scope of the basic automobile policy. This is done by adding an endorsement called the Ontario Policy Change Form #6A, Permission to Carry Passengers for Compensation. A change in the premium would accompany this policy change.

ONLINE PAY STUB

It is important that you check your online pay stub regularly. Especially since we will receive our 3% increase September 1st – please check the Wage Schedule in the Collective Agreement and compare to your pay stub. Any discrepancies should be reported to Sharon Leonard and Debbie Majka as soon as possible. You can access the Pay Stub on the HDSB website (STAFF).

OSSTF DISTRICT 20 WEBSITE

At last, OSSTF District 20 has the website up and running. Please take a moment to check out this website at **www.osstfd20.ca** We have recently submitted info to our Webmaster, the info should be uploaded in the next week or so. We are always open to suggestion as to what you would like to see and or access on the website. For those of you who have taken the time to read this OCTU update we may have a prize for you. All you have to do is

send your comments and ideas to Cathy Cadieux via Chatt. Your name will be entered for a draw, which will be done at the September 15th Executive meeting. Thank you for your input and good luck.

PRESIDENTS RELEASE

Your OCTU Bargaining Unit President is now on four (4) day release from her regular duties at Milton District High School. Debbie will be available from Tuesday to Friday at the District 20 Office in Burlington. Please contact her during her release days. 905-332-1228 ext. 26

UPCOMING EVENTS

This year the **OCTU PD** day that is held at our usual venue (Burlington Conference Centre) will be held on **NOVEMBER 12TH**. Details will be posted on Office Talk. OCTU members are entitled to attend, should your Admin think otherwise, please contact Debbie Majka.

On **November 16th** there will be an **OMERS RETIREMENT WORKSHOP** held at our District office. Although most members who attend are very close to retirement, it is a very beneficial meeting to attend just to hear what you need to know if and when you do decide to retire...it is never too early to know the do's and don'ts of Retirement.

New members to OCTU are invited to attend the **NEW MEMBER WORKSHOP** on **November 30th**. Now that you are a Union Member of OSSTF...what does this mean? Come out and find out. A fun and very informative event. Invites for the evening will be sent to you via Chatt.

INTERESTED IN UNION BUSINESS? What role can you play in the OCTU?

The Executive welcomes new ideas. We encourage you to get involved. Whether it is to attend a Union Training Conference or join one of the OSSTF Committees, we welcome your input and participation. Contact an Executive member or Debbie Majka if you are interested.



OCTU

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