



*Protecting and enhancing public education since 1919*

## Back to Work with an Agreement!

This marks the first year that we have come back to work under a signed collective agreement (that was not at least partially imposed) since 2012! I certainly am in a much better mood to start the year than I have been in a long time and I hope you feel the same way. I am pleased to also share that some of the Boards that had yet to sign deals have reached tentative deals in the last week. This year we can focus more attention on our work in the schools instead of labour disputes with the government and employers.

While many of you have been in to the schools already, tomorrow (September 1<sup>st</sup>) is the first paid day back to work for ECEs and teachers. I have had a few enquiries regarding our first pay, so I am including this year's pay schedule for ECEs and teachers.

## Provincial Benefit Plan

Part of the central agreement that was ratified with the provincial government last year was the creation of a Provincial Benefit Plan. All full time OSSTF members working in Ontario School Boards will be enrolled in the OSSTF Employee Life and Health Trust (EHLT). I shared some of the plan details of the EHLT with you in my last newsletter in June.

I recently attended our Provincial Leadership Conference where more information was presented regarding the trust and I had the opportunity to ask some questions. I can tell

you now that we will be in the first wave of Boards to start the new benefits on November 1<sup>st</sup>. You will have to complete an online enrollment process prior to November 1<sup>st</sup>. I am hoping that we can do this as part of a staff OSSTF meeting after school or at lunch to facilitate the process in October.

On the whole, the new plan is much better than our current plan, but there are a couple of coverages that have been lost. As you can imagine it was not an easy task to create a plan that would incorporate all existing OSSTF benefits across the province. The plan can and will change depending on usage and needs of the members.

This new EHLT is OUR PLAN – WE OWN IT! That is an important point to highlight, since members benefit from the coverage, but we will have to pay more if the premiums do not cover benefits. Essentially, members need to remember that if they need to use a benefit, then by all means they should use it. BUT if they don't need the benefit, they should not. (I have heard members in the past say, "I don't need an x, but our benefits booklet says I can have an x, so I am going to get an x!") In the past the Boards picked up the costs of increased usage – now it will be the members who will pay in two ways: 1. Members will be paying 6% of the Health and Dental Plan (if costs go up, the 6% goes up) 2. If our plan is in the black, more benefits can be added, but if we are in the red...something has to go!

For more EHLT info click:  
<http://www.osstf.on.ca/services/member->

# District 28 Update

- District 28's Electronic  
Newsletter

September  
2016

[login/members-login/osstf-benefits-plan-bulletin.aspx](http://www.osstf.on.ca/login/members-login/osstf-benefits-plan-bulletin.aspx)

## Labour Day

I have attached a poster for our local Labour Day celebration in Pembroke. I hope that you and your family can join us. I will barbeque you a hotdog!

## Questions

Please feel free to contact me if you have any questions. (Email works best, but you can call me or text me.) I will be at each of our secondary schools during the first week over lunch and after school if you want to ask me any questions regarding the new benefit plan or anything else! ECEs - I will be at EDPS on September 1<sup>st</sup> with you learning about the new Kindergarten curriculum – so you can bend my ear before or after the session.

## Educators Financial Group

I believe EFG is one of OSSTF's greatest benefits and I encourage you to check out their services at <https://educatorsfinancialgroup.ca/>. You can book a meeting with our local Financial Advisor Darryl Martella by calling [1.800.263.9541](tel:18002639541)

Have a great start to the year!

In Solidarity!  
Jeff

# INTRODUCING THE NEWLY REDESIGNED OTIP.COM WEBSITE!



Ontario Teachers Insurance Plan (OTIP) has made it even easier for members to access the insurance products and services offered exclusively to the Ontario education community.

Visit the newly redesigned [www.otip.com](http://www.otip.com) today and discover the fresh new look and the mobile-friendly experience!

OTIP is a not-for-profit organization that provides insurance solutions including home, auto, life and retiree health plans to the Ontario education community.

Visit [www.otip.com](http://www.otip.com) to learn more.



OTIP is a proud  
partner of Edvantage.

*Edvantage*

We stand for fairness.

# HAPPY LABOUR DAY

FAIRNESSWORKS.CA



## LABOUR DAY FAMILY FUN DAY

MONDAY, SEPT. 5<sup>TH</sup>, 2016

PEMBROKE MARINA (NEAR ALGONQUIN BUILDING)

10:30 am - 2 pm

FEATURING- BOUNCING CASTLE, SLIDE, OBSTACLE COURSE, FACE PAINTING, BALLOON ANIMALS, PETTING ZOO, HOTDOGS, WATER AND SO MUCH MORE!!!

COME OUT FOR A FREE  
FAMILY FUN DAY

STRONGER PUBLIC PENSIONS. SAFER WORKPLACES AND PUBLIC SPACES. BETTER JOBS.  
FOR CANADA'S UNIONS, IT'S A LABOUR OF LOVE.



**RENFREW COUNTY DISTRICT SCHOOL BOARD**  
**ELEMENTARY AND SECONDARY SCHOOL TEACHERS**  
**SALARY PAYMENT SCHEDULE SEPTEMBER 2016 TO JUNE 2017**

Pay Date	Salary Paid in Month		Days Taught/ Earned in Month	Monthly Difference	Cummulative Difference
	Percent <small>(per contract)</small>	Days <small>(per calendar)</small>		Days Paid More (Less) than Worked in Month	Days Paid More (Less) than Worked to Date
Column 1	Col. 2	Col. 3	Col.4	Col. 3 minus Col. 4	
September 1 2016	8%	15.52	1	14.52	14.52
September 29 2016	8%	15.52	19	-3.48	11.04
October 27 2016	8%	15.52	20	-4.48	6.56
November 24 2016	8%	15.52	22	-6.48	0.08
December 22 2016	8%	15.52	17	-1.48	-1.40
January 27 2017	8%	15.52	17	-1.48	-2.88
<b>Sub-total Semester One</b>	<b>48%</b>	<b>93.12</b>	<b>96</b>	<b>-2.88</b>	<b>-2.88</b>
February 24 2017	8%	15.52	19	-3.48	-3.48
March 30 2017	8%	15.52	17	-1.48	-4.96
April 27 2017	8%	15.52	18	-2.48	-7.44
May 25 2017	8%	15.52	22	-6.48	-13.92
June 30 2017	20%	38.80	22	16.80	2.88
<b>Sub-total Semester Two</b>	<b>52%</b>	<b>100.88</b>	<b>98</b>	<b>2.88</b>	<b>2.88</b>
<b>Total for School Year</b>	<b>100%</b>	<b>194</b>	<b>194</b>	<b>0</b>	<b>0</b>

Please note:

If you will not be working the full school year or if you will be changing your percentage of full-time during the year next year (i.e. Maternity Leave), there will be a pay adjustment on your paycheque to pay you for the actual days you will be teaching in the year

**RENFREW COUNTY DISTRICT SCHOOL BOARD  
PAY SCHEDULE FOR EDUCATIONAL ASSISTANTS & EARLY CHILDHOOD EDUCATORS  
AUGUST 2016 TO JUNE 2017**

PERIOD OF TIME	FULL TIME NUMBER OF DAYS TO BE PAID	P.A. DAYS AND HOLIDAYS	PAY DATE
19 Aug —1 Sept 2016	1		1 September 2016
2 Sept - 15 Sept 2016	9	5 Sept 2016	15 September 2016
16 Sept - 29 Sept 2016	10		29 September 2016
30 Sept - 13 Oct 2016	10	7 & 10 Oct 2016	13 October 2016
14 Oct - 27 Oct 2016	10		27 October 2016
28 Oct - 10 Nov 2016	10		10 November 2016
11 Nov - 24 Nov 2016	10	18 Nov 2016	24 November 2016
25 Nov - 8 Dec 2016	10		8 December 2016
9 Dec - 22 Dec 2016	10		22 December 2016
23 Dec - 5 Jan 2017	5	24 Dec (1/2), 25-26 Dec (2), 31 Dec (1/2), 1 Jan (1)	5 January 2017
6 Jan - 19 Jan 2017	9		19 January 2017
20 Jan - 2 Feb 2017	10		2 February 2017
3 Feb - 16 Feb 2017	10	3 Feb 2017	16 February 2017
17 Feb - 2 Mar 2017	10	20 Feb 2016	2 March 2017
3 Mar - 16 Mar 2017	5	10—16 Mar 2017	16 March 2017
17 Mar - 30 Mar 2017	9	17 Mar 2017	30 March 2017
31 Mar - 13 Apr 2017	10		13 April 2017
14 Apr - 27 Apr 2017	10	14 & 17 Apr 2017	27 Apr 2017
28 Apr - 11 May 2017	10		11 May 2017
12 May - 25 May 2017	10	19 & 22 May 2017	25 May 2017
26 May - 8 Jun 2017	10		8 June 2017
9 Jun - 22 Jun 2017	10	9 Jun 2017	22 June 2017
23 Jun - 6 Jul 2017	7	30 Jun 2017 & 1 July 2017	6 July 2017
Totals	205		

Notes: You are paid up to date. Adjustments are made upon receipt of your timesheet.

Do you know a student  
who could use an extra  
\$1,500 for tuition?

They could  
**WIN**  
a bursary  
from OTIP!

If you're insured with OTIP and you or one of your relatives (e.g. child, step-child, grandchild, niece, nephew, aunt, uncle, sister, brother, spouse, etc.) will be a full- or part-time post-secondary student in the upcoming academic year, enter online for the chance to win a bursary from OTIP.

Twelve bursaries of \$1,500 each are awarded annually. The deadline to enter is June 15 each year.

Visit [www.otip.com/bursary](http://www.otip.com/bursary)  
for more information.



OTIP RAEQ.

Auto | Home | Life | Retiree Benefits  
INSURANCE

1.800.267.6847 | [www.otip.com](http://www.otip.com)



OSSTF District 28 Renfrew is now  
on Facebook – come and join our  
group!

## CONTACT INFORMATION

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