

THE O.C.T. OUTPOST

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RETIREMENTS

Our list of retirees for this school year, so far are:

Maria George, Beth Andrews, Les Enekes (Aug 21/09), Robert White, Lorraine Dolynchuk



We wish you Peace, Health & Happiness in your new career. Happy Retirement!

BOARD EXPENSE CLAIMS

A reminder was sent out by Kelly Culver on June 1st to remind employees to submit any expense claims to the Finance Department not later than Friday September 11, 2009.

OCT EXECUTIVE COUNCIL - JULY 1, 2009

Your new Executive Council, effective July 1, 2009, was sent to you by fax on May 21st. This is a reminder that there are 2 available positions: 1 Tech Support Rep and 1 Casual Rep. If you are interested in joining the Executive, you can call me prior to June 30th or Marion Wells after July 1st.

I wish your new president, Marion Wells, the best of luck.

PROFESSIONAL DEVELOPMENT DAY

Since the Ministry has now approved the 2009-10 School Year Calendar, the OCT PD Day will be April 30, 2010. Your PD Committee members are: Susan Brighton, Kathy Watts & Sandy O'Brien

E.I. INFORMATION

Please see attached for our 10 month employees. I am attaching information regarding filing for E.I. which was sent out by Darlene Allen (thanks Darlene!) which includes the school # that is required for filing a claim. I always urge members to file on-line, rather than going to the Service Canada offices.

PLEASE NOTE: June 30th is the last day of work for 10 month employees and since it is in the start of a new pay period, you will receive payment for June 29, 30 and July 1 (stat holiday) on July 10th pay date. Do not report receiving money in this pay period if you are filing for E.I. as it would have an effect on your E.I. payment because it is for June 30th which is your official lay-off date.

ROE'S (Record of Employment) will not be sent to Service Canada **until July 9th to 15th**. Do not file your claim until after July 15th, as it will slow down your claim considerably.



There has also been a significant change in E.I. claims which took place as of December 2008. A member can now earn up to 40% of their weekly benefit without having an effect on their benefit payment. I am listing some examples to show you how this would work.

E.g.'s

Weekly E.I. benefit	40% allowable earnings	Gross earnings for week	Benefit rate + allowable earnings	EI payment
\$350.00	40% of 350.00=140.00	150.00	350.00+140.00= 490.00	490.00-150.00=340.00
\$350.00	40% of 350.00=140.00	275.00	350.00+140.00= 490.00	490.00-275.00=215.00
\$447.00	40%of 447.00=179.00	275.00	447.00+179.00= 626.00	626.00-275.00=351.00

PRESIDENT'S MESSAGE

Where has the time gone! This school year has flown by rapidly and I can't believe it has been 7 years since I became President for the Office, Clerical & Technical Bargaining Unit.

I came into this position with a very strong background of Union knowledge and collective bargaining which have certainly been an asset in my role as President. My many years as an Office Co-ordinator - Elementary weren't a lot of help to me, other than the knowledge of how a school operates, because this position is a Union position and you are not working for the Board, but for the Union and the OCT members. Even with the knowledge and background I had, it certainly wasn't enough. I have constantly been taking courses, attending Regional meetings, Provincial meetings, Summer Leadership, AMPA, different courses- some a week long, through the CLC (Canadian Labour of Congress) and the OFL (Ontario Federation of Labour) so that I could stay up to date with the constant changes that were happening in labour, union, government, legislation and so on. Some of the courses I've taken are: E.I., LTD, Human Rights, Health & Safety, WSIB, Duty to Accommodate, collective bargaining, grievance/arbitration, harassment/bullying, pensions/retirement, Pay Equity, Unfair Representation, just to name a few. This has meant giving up a lot of weekends, vacation time and personal time, however, the benefits have been well worth it. It has enabled me to do a far better job, serving you, the members.

As President I have sat on a lot of Board Policy committees, such as: Pandemic, Performance Appraisal, Attendance Support Program, Privacy Information Management, and so on.

In this position you are automatically a member of District Executive Council and BUPS (Bargaining Unit Presidents) which is another 'layer' of union and you are involved in discussions regarding budget, constitutional changes, etc. at district level.

I have spent many nights at meetings at district level, union, board and with our members. As president, you no longer work for the board, so the work hours are no longer '9-5.'

The experience and knowledge I have gained has been wonderful and allowed me to effectively do my job, while always following the contract language and union rules. I came in with a number of goals and I'm happy to say that I have met all of them.

Confidentiality is a must! A member needs to know that when they come to you and talk about personal/business matters that the information will remain confidential. It takes a while to build a trust with the members. I made this one of my goals and I believe I have met that goal.

Professionalism & Respect for Others were 2 other goals I set for myself. I believe I have met these, with my union - OSSTF, the employer - Upper Grand District School Board and with the majority of the membership.

I have had the opportunity to make a lot of wonderful friends along the way. I have been able to help a lot of members over the years: as they prepare for retirement, through illness, lay off and so on. It is very gratifying when you have the knowledge that enables you to help members in a positive manner.

I will be returning to my "home base"- Tytler Public School and look forward to this new challenge. The constant changes in technology, programs, etc. will make it challenging. I look forward to meeting new staff, students, parents and administration.

Sincerely,

Gail