

APRIL 6, 2011



DISTRICT COUNCIL

FEDERATION OFFICER'S REPORT

1. Grievances

This semester we have had a number of problems with class sizes. Administration did make attempts to fix many of the problems but others remain unresolved and they have now proceeded to Step 2 of the Grievance Procedure. It is hoped at this stage that we can get administration to understand the need to be more proactive and look at resolving class size issues early in the semester or preferably even before the semester begins.

In February the grievance re: the Board's use of Study Hall Supervisors proceeded to the first hearing in Arbitration. The next step in this process is set for December. Needless to say, timelines are extremely frustrating in our attempt to resolve this issue.

2. Employee Assistance Program (EAP)

The Lambton Kent District School Board in conjunction with Family Counseling Centre and Family Services Kent has their new website available as well as online surveys on health and wellness issues. The centre will provide workshops, for a fee, that deal with issues such as Conflict Management, Dealing with Difficult People, Stress Management, Stressed Children, Anger Only Makes Things Worse and Healthy Living, and more.

To enter the EAP website for LKDSB, go to www.myfseap.com

The groupname is: toLKDSB and the password is: health

3. Long Term Disability (LTD)

Our members should be aware of when they can terminate their LTD coverage, especially as they approach retirement and/or age 65. Under the terms of our LTD contract with OTIP, members are allowed to terminate their coverage on the earliest of:

- the date the member is eligible for a **66%** unreduced service pension, less the length of the waiting period (120 calendar days); a member is eligible to receive this with **33 total credit years** in the pension plan; or
- the end of the month when the members reaches **age 65**, less the length of the waiting period (120 calendar days).

Members should contact me at the District Office (with proof of one of the above) so I can make arrangements to terminate their coverage and premium deductions. If a member has paid premiums after he/she is no longer eligible to receive LTD benefits, please let me know and I will make the arrangements to have the overpayment of premiums refunded from OTIP back to the member.

Hugh Garrett, Federation Officer