

JANUARY 12, 2011



# DISTRICT COUNCIL

## FEDERATION OFFICER'S REPORT

1. **Grievances**

Two grievances have been resolved at Step 1 and another grievance has been withdrawn prior to Arbitration. One grievance is scheduled to proceed to Arbitration next month.

2. **January 15 Pay**

Please be aware that most members may not realize that their mid-January pay is always smaller than previous pays due to OCT fees (the full amount of \$120 for this year) as well as EI and CPP deductions starting up again.

3. **LTD**

Our LTD policy will be renewed effective March 1, 2011. There will be a slight increase in premiums this year from 1.22% to 1.26% of gross salary.

4. **LTO Paid Sick Leave – Article 39.11**

LTOs hired for the semester should ensure that they have received pay for up to ten sick days if they were used. A situation arose in which an LTO member, hired for the semester, was not paid for two sick days used in September. The situation has been corrected. Article 39.11 of the Collective Agreement clearly states that LTOs hired for the one semester are granted ten paid sick leave days.

5. **Pregnancy/Parental/Adoption Leave Workshop**

I have had the pleasure of presenting several pregnancy/parental/adoption leave workshops with several pregnant members and their spouses at various Branches throughout the District. At the workshop, arranged at the members' convenience, information about the process of applying for leave, benefits, and EI as well as information helpful to the members in making important decisions is presented. Feedback has been very positive to this workshop and I look forward to presenting many more.

*Hugh Garrett, Federation Officer*