

OCT Fees & EI/ CPP Deductions

For most teachers, the OCT membership fee of \$150 will be deducted from their pay cheque on a January 2019 pay date. Members whose fees are not paid automatically by the board need to pay particular attention to this. This may include occasional teachers, continuing education teachers if they are paid hourly, any teacher on any type of leave who is not receiving a board pay cheque in the pay period when the fee is deducted, as well as any member of a non-teacher bargaining unit who is a member of the College of Teachers. Current members whose fees are not deducted automatically from their payroll in January and who have not remitted fees for 2019 should receive a reminder invoice by mail in mid-February. If the College has not received the fee by April 15, the member will be "Suspended for Non-payment of Fees" as of mid-April. If this occurs, not only will the member have to pay the annual fee, but also a reinstatement fee, in order to be returned to good standing.

Also, as of January 2019, CPP and EI Deductions will begin again.

Teacher Self-financed Leave Plan (x/y)

Teachers interested in applying for a self-financed leave, with deductions to begin next year, must submit their written application by March 1. Applications are available on *Insite*, *Human Resources Department*.

Teacher Performance Appraisal & NTIP

Teachers are reminded to call the District Office immediately should they receive a "below standard" performance appraisal or a "development needed" performance appraisal.

New Chair for the Ontario Teachers' Pension Plan

Education Minister, Lisa Thompson, and Diane Dewing, President of Ontario Teachers' Federation, representing the joint sponsors of the Ontario Teachers' Pension Plan, announce the appointment of Steve McGirr as the next Chair of the Board, effective January 1, 2019. Mr. McGirr replaces Jean Turmel, whose term as Chair expires at the end of the year.

Since 2015, Mr. McGirr has been a member of the Ontario Teachers' Pension Plan Board and currently serves as Chair of its Governance Committee, Vice-Chair of its Investment Committee, and a member of its Human Resources and Compensation Committee. Mr. McGirr was Senior Executive Vice-President and Chief Risk Officer of CIBC until 2007. Prior to that, he was President of CIBC World Markets, and held a number of key leadership positions over a 24-year career at CIBC World Markets and Wood Gundy.

The Ontario Teachers' Pension Plan is a jointly sponsored, defined benefit plan operating for the province's 323,000 active and retired teachers. It is the largest single-profession pension plan in Canada with assets of \$193.9 billion. The Plan's sponsors, the Ontario Teachers' Federation and the Government of Ontario, have equal representation on its Board and, together, they appoint a Board Chair for a two-year term.

PainPoint – Prevent Musculoskeletal Disorders (MSD) at Work

Download this useful app that delivers a very basic ergonomic assessment by running through a series of diagrams and questions to pinpoint musculoskeletal pain, identify possible sources, and discover practical solutions - right from your smartphone! The results are depicted on a body map, with recommendations to address work-related MSD hazards that could be contributing to your discomfort. No personal data is collected, but summary results can be shared with others (at your discretion) in order to report hazards or foster solutions.



Call for Writers - Dealing With Difficult Interactions

At AMPA 2018, the assembly passed MAC 211-12, which called for the creation of an Educational Services Workshop to assist members who work with people to deal more effectively with difficult interactions. We are now looking for 6-8 members to participate in the writing of this workshop.

The ideal applicant to this writing group would have training and/or experience in navigating difficult conversations and successfully supporting members with challenging personality traits. Successful applicants will have one or more of the following: the ability to address conflict; the ability to coach those struggling with conflict; knowledge and awareness of inter-personal dynamics; strong communication skills; and workshop writing/presenting.

OSSTF/FEESO values the participation of members with different voices from lived experiences. We recognize that the selection of candidates for federation positions from members of equity seeking groups is an asset. Self-identification of membership in equity seeking group(s) is voluntary. If you choose to self-identify, please let us know any that apply to you:

- Woman
- Racialized Person
- LGBTQ2SI
- FNMI (First Nations, Métis, Inuit)
- Person with a Disability
- Francophone

The deadline for application is **December 21, 2018**. Interested candidates are to submit, via mail, email or fax, a letter of application describing your interest and experience in dealing with high-conflict personalities. Please direct submissions and inquiries to Randy Banderob, OSSTF/FEESO 60 Mobile Drive, ON, M4A 2P3; Fax: 416.751.7079; Email: randy.banderob@osstf.ca.

OSSTF wishes all members a joyful and restful 2 weeks during the upcoming holidays. The office will be closed from Dec. 22 – Jan. 6, inclusive. Happy Holidays!

Your OSSTF District website ... WWW.OSSTF26.COM ... information is one click away!



Tip #1: Give your credit card a 'holiday' during the holidays.

In other words, only spend what you can afford. While it's tempting to put all of those holiday bargains on plastic, sticking to a *cash budget* instead will save you from 'buyer's remorse' come January's credit card bill.

Already feeling the holiday 'plastic' pinch? [Here's how to take that credit card debt to zero.](#)

Tip #2: Cash in on loyalty rewards.

Tis the season to tally up your rewards and clip (or click) those coupons. Because with the equivalent of \$16 billion in unused loyalty rewards in Canada, you can bet the savings really do add up. [Cash in on these tips with the potential to save you up to \\$500 a month.](#)

Tip #3: Be on the lookout for holiday scammers.

From the CRA tax scam to a host of other calculated personal data and money-phishing schemes, fraudsters are becoming increasingly adept at developing crafty ways to trick you into giving them your money. [Learn more about protecting yourself from financial scams during the festive season.](#)

Stay tuned for more e-Tips in 2019—until then, have a safe, festive, and financially frugal holiday season! - Educators Financial Group -

Calendar of Events
"Useful Links" at www.osstf26.com



Retiring in the next five years?

Have questions about retirement benefits and finances?

OTIP, Educators and your local union invite you to attend the Walk into Retirement with a Plan workshop.

During this workshop, you'll learn about:

- Retirement benefits for life – discover why OTIP is now the leading choice for plan flexibility regarding retirement health, dental and travel benefits
- Your Pension – Let Educators help you understand your OTPP and/or OMERS
- Other sources of retirement revenue, including CPP and OAS

This complimentary workshop is open only to members and spouses. A light dinner will be served. Please note any dietary requirements at time of registration.

Date:	March 19, 2019
Time:	4:30 - 7:30 p.m.
Location:	Econo Lodge 33 Centre St. Smiths Falls
Date:	May 2, 2019
Time:	4:30 - 7:30 p.m.
Location:	North Stormont Place 16299 Fairview Drive Avonmore

Register online at: www.otip.com/events



As a member of OSSTF, you are also a member of Edvantage, a rewards program offered exclusively to Ontario's Education Community! Visit <http://www.edvantage.ca/>.

OSSTF Certification: Took Courses to Upgrade your Category (Group) or want to be Re-Evaluated?

The OSSTF Certification system has seen extensive revisions in the last several years (see "Recent Changes" on the OSSTF Certification webpage) and some members will find that these beneficial rule changes will allow for Group increases without any further course work. If members are not at the highest Group 4 level and have not had a re-evaluation of their existing file in recent years, they may be missing out on the opportunity for increased salary that will come with a rating change. This may be of particular interest to Technological Education teachers, given additional changes over the years through the Ontario College of Trades and Apprenticeship Act, 2009 and given changes to Red Seal Occupational Standards in Ontario. Members who are not in Group 4 are encouraged to send in Certification Application Form #2 and request a review of existing credentials if they believe any of the changes apply to them.

Also, members who have recently completed courses to upgrade their category (group) must ensure they apply to OSSTF Certification Dept. for a new Rating Statement and advise the Board they have done so.

Detailed information at <http://www.osstf26.com/en-CA/TBU/certification-experience-and-pay/group-ratings.aspx>. If you have received a new/updated Group Rating Statement, submit to HR as soon as possible. New and Updated Ratings statements are retroactively recognized financially back to the first day worked in this school year. There is a January 1st cut-off to receive retroactive pay to Sept 1st.

PD Funds: Contract and Occasional Teachers

For more details, visit:

<http://www.osstf26.com/en-CA/TBU/pd-fund.aspx> OR
<http://www.osstf26.com/OTBU/ot-pd-fund.aspx>



OSSTF District 26 represents approximately 1000 Teachers, Occasional Teachers and PSSP members
100 years of Progress - OSSTF continues to serve approximately 60,000 members across Ontario

