

# Currently Speaking

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## PRESIDENT'S MESSAGE



The Annual Meeting and the Elections for the 2006-07 Executive is fast approaching (**Thursday, June 1, 2006 at 4:45 pm**)! I welcome and encourage all members to attend and participate in this event. We need members to join the Executive and participate in the planning and organization

of activities for the Occasional Teachers in Upper Grand.

It is especially important to have representation from the LTO teachers and new teachers in their first five years to keep our organization vital and focussed on the needs of the entire membership.



Year-end activities will soon be happening in the schools. I hope everyone has had an enjoyable and successful year. If you have any questions/concerns, please call me (519-836-8585) to discuss the situation and possible solutions.

A description of the duties of the Executive and a nomination form is enclosed with this newsletter.

The deadline to file nominations is May 16, 2006.



## DATES TO REMEMBER



### Upper Grand School Board Dates:

- Friday, June 2, 2006 - P.A. Day
- Thursday, June 29, 2006 - Last day of school for students
- Friday, June 30, 2006 - P.A. Day
- Aug. 28-Sept. 1, 2006 - WHMIS Training/ Epi-Pen Training half-day session, date and location to be announced
- Tuesday, Sept. 5, 2006 - School Begins

### Federation Dates:



- Tuesday, May 23, 2006 - Executive Meeting
- Thursday, June 1, 2006 - Upper Grand ETFO Occasional Teachers' Annual Meeting/ Elections  
Time: 4:45 pm  
Wellington County Museum  
County Rd. 18  
between Fergus and Elora  
Elections/Meeting followed by Dinner
- Tuesday, June 20, 2006 - Executive Meeting  
Executive Members  
2005 - 06  
and New Executive  
2006 - 07

**Plan to Attend!**

### Reminder:

Employment Insurance claims must be filed within four weeks following your last day of work.  
**Apply ASAP.**

# EMPLOYMENT INSURANCE

Occasional Teachers are eligible to receive Employment Insurance during July and August. **You must apply to receive these benefits!** You can apply online at home at this address, [www.hrsdc.gc.ca](http://www.hrsdc.gc.ca), or you can apply at the nearest Employment Insurance Office. Applications must be completed within four weeks following the last day you worked. A Record of Employment is required. The Upper Grand District School Board files the Records of Employment to the Employment Insurance Office electronically. The School Board is required to provide a hard copy of the Record of Employment. You should receive notification from the School Board but, if you have not received your Record of Employment, please contact the Payroll Department (519-822-4420) before July 14, 2006.



## **Important Information**

- If you entered the workforce for the first time, you will need a minimum of 910 insured hours in the last 52 weeks to qualify.
- If you have been continuously employed for more than one year, you will need between 420 and 720 hours of insured hours within the last 52 weeks or since the start of your last claim.
- The number of hours required depends on the unemployment rate in your area.
- In the Upper Grand District, you will need approximately 600 hours of insured hours within the last 52 weeks.
- The Employment Insurance office will determine the number of weeks you are eligible to receive Employment Insurance based on the number of hours you have worked.

In July-August 2006, there are nine weeks when you may be unemployed. You may be eligible to claim for seven weeks (nine weeks less two-week mandatory waiting period).

If you are eligible to receive Employment

Insurance Benefits for twelve weeks, you would have five additional weeks which you could use for an additional claim during the Christmas and Winter Holiday weeks. You must re-apply to claim additional weeks on your original claim.

The Upper Grand District School Board has an agreement with the Union to recognize a school day as being seven hours of insured time; therefore, first-time claimants must work at least 130 days to be eligible to file a claim. Other claimants will need to work at least 86 days to apply for Employment Insurance.

When you file for Employment Insurance you will need to be your own advocate, be vigilant and be available to accept alternate employment (other employment is rarely available). Be sure to follow up on a regular basis. Do not expect to receive any benefits until mid-August. This is not a speedy process but, when your claim is completed, you will receive retroactive payment.

## **For additional information:**

- obtain the pamphlet, Employment Insurance and Teachers, at the local Employment Insurance office;
- visit the ETFO website, and click on Occasional Teachers - Employment Insurance: a Member's Guide to Employment Insurance;
- contact Marina Howlett, OT President, 519-836-8585;
- Contact Sharon O'Halloran Executive Assistant, 1-888-838-3836 (if you encounter serious difficulties or are denied Employment Insurance).

Remember to be patient and vigilant! This is not an easy process. Obtaining Employment Insurance is not a user-friendly process.

In future newsletters, I will address Employment Insurance issues related to Pregnancy/Parental Leaves and Sickness claims.

# TEACHING AFTER RETIREMENT



*Are you a retired teacher who continues to work as an Occasional Teacher?*

As many retired teachers will know, a window was put in place through the Ontario Teachers' Pension Plan on September 1, 2001 to allow for extended supply or occasional teaching after retirement without it affecting pensions. This will end on August 31, 2006.

## **Under the current system:** in effect until August, 2006,

- retired teachers can be re-employed in any school year for a maximum of 95 days, regardless of how many days were taught in the past.

## **Under the new system:**

In effect after August 31, 2006, the following rules govern Occasional Teachers.

- Maximum 95 days of re-employment in each of the first three school years in which you return to teaching. These do not need to be consecutive years.
- Maximum 20 days of teaching each school year after the first three years you return to teach.
- Years you taught before the window count.
- Years taught during the window - September 1, 2001 to August 31, 2006 - do not count.



If you retired between September 1, 2001 and August 31, 2006,

- you are still eligible to teach **95 days for three years**.
- The window offered a time-out period when the current pension rules were suspended.
- If you were re-employed in education for one or more years prior to 2001, these years will be deducted from the three years after August 31, 2006.



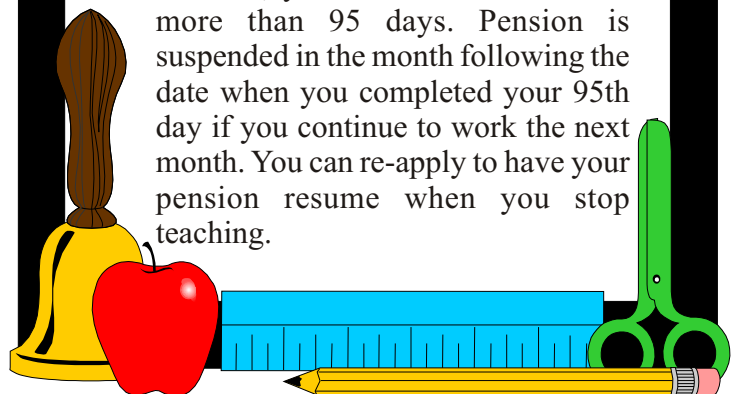
## **POINTS TO REMEMBER!**



Re-employed in education includes **any work performed for a School Board** for which you received compensation eg. classroom teaching, administrative duties, consulting, workshop leaders, language tutor, etc.

### **95 DAY RULE**

If your 95th day of teaching is April 28, 29, or 30, then your last day of teaching is April 30; however, if your 95th day of teaching was May 1 or 2, you are allowed to continue until May 31. In the last scenario, you are allowed to teach more than 95 days. Pension is suspended in the month following the date when you completed your 95th day if you continue to work the next month. You can re-apply to have your pension resume when you stop teaching.



## SEMS INFORMATION



- Occasional Teachers are reminded to make a courtesy call to the school if it is necessary for you to cancel an assigned job. As an Occasional teacher, each of us appreciate a call from the school if a cancellation becomes necessary. Please remember that last minute cancellations cause serious problems in the schools. All cancellations should be reported to the SEMS system with a follow-up call to the school before 7:30 am. You can leave a message, if necessary. Cancellations should never be done 5 - 10 minutes before classes begin unless it is an extreme crisis!
- On Friday, March 31, there were 102 unfilled teaching positions and 81 Occasional Teachers who supposedly were still available to work. These Occasional Teachers declined the jobs offered to them by SEMS. If you are unavailable for work, please make sure you book out of the SEMS system on those dates. It will help facilitate better relationships with the respective schools.
- Please report to me (Marina Howlett, 519-836-8585) any situations where the teacher's timetable has been adjusted and the preparation time has been re-assigned to another teacher. The classroom teacher should leave appropriate activities for you to complete during a preparation period. This is a violation of the Collective Agreement (Article 19.02)! As President, I will register a Policy Grievance (Article 13.16) on behalf of all Occasional Teachers.

## WHMIS/EPI-PEN TRAINING

Congratulations to all the Occasional Teachers who participated in the workshops on Thursday, March 30 and Wednesday, April 26. These members have now completed the mandatory WHMIS and Epi-Pen Training. The



The final training session for Occasional Teachers who did not attend these workshops will be conducted during the last week of August (August 28 - September 1). Further details will be sent from the Board.

A special thank you to all the workshop presenters and to all the Occasional Teachers who helped at the registration desk and who set up tables and chairs in the gym.

### Please Note:

Your name may be removed from the Occasional Teacher List if you do not receive this training. Both of these training sessions are mandatory under provincial legislation.

## U. G. ETFO Occasional Teachers' Local

President: Marina Howlett  
519-836-8585  
Vice President: Ted Pritchard  
Treasurer: John Ritchie  
Secretary: Donna Henderson  
Executive: Andrew Aloe  
Pat Kylpcz  
John Parkyn  
Ralph Rainford  
Ruth Tomlins  
Barb Walkey  
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