

## **BENEFITS INFORMATION VERIFICATION**

Recent benefit issues that have come to light in the Unit office have necessitated a strong reminder for all members to get on the employee portal and verify the accuracy of all of their individual and family benefits information. Of particular concern of late is that members assume that they have family coverage when only single coverage is registered on Board records. This misassumption often leads to claims for spouses and dependents not being covered and as such our members being significantly out of pocket.

It is important therefore, to ascertain the scope and nature of the coverage to which you have access. Often gaps occur as a result of historical declarations and changes that have either not been adjusted when family and personal circumstances are altered or when changes are not revisited periodically to ensure they still reflect a members particular and current reality.

Key areas that should be reviewed for accuracy and currency include:

- Beneficiaries especially re: life insurance
- Family or Single Coverage Options
- Access to all 100% Employer Paid Benefits (Semi Private Room, Life Insurance etc.)
- Reactivation of full coverage upon return from any Leaves

Many of the concerns occur when a member returns from one of the various leaves that are contractually and statutorily guaranteed and granted. During these leaves members may opt to reduce or maintain coverage under the benefits plan. It is important therefore to re-engage any latent benefits that were not accessible during the period of leave. The best way to do this is to through the employee portal (an excellent resource) that is accessible from the Board's intranet.

## **QECCO & JANUARY 1 CATEGORY ADJUSTMENT**

As a result of the new Secondary Teachers' Collective Agreement salary adjustments based on a QECCO evaluation can become effective January 1 provided the conditions listed below are met:

4.018 A Teacher, who before the beginning of the school year, has met all the conditions required for a certificate of a higher level, is entitled to an adjustment in salary as of the school term commencing either September 1 or January 1 provided the following conditions are met:

Dufferin Peel Secondary Unit

President: Gian Marcon First Vice: Maria DeBerardinis Teacher Welfare: Peter MacDonald Health & Safety: Brian Heimbecker

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# ... Info-Fax • from the DPSU offices ...

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To qualify for a January 1<sup>st</sup> adjustment, the Teacher must have completed course requirements prior to January 1<sup>st</sup> and must submit to the Human Resources Department by April 30<sup>th</sup> of that year, a revised Q.E.C.O. evaluation or Q.E.C.O. acknowledgement card.

## **BILL 157 – REPORTING OF VIOLENT INCIDENTS IN OUR SCHOOLS**

On February 1, 2010 Bill 157 came in full effect as did a mad flurry of activity associated with a mid-year implementation. This scramble has had the predictable result of a confused and unclear message being delivered regarding obligations, requirements and processes.

Amendments to the Education Act, contained in Bill 157, the Keeping Our Kids Safe at School Act, require teachers and other workers in schools to report serious student incidents, such as bullying, to the Principal. The Bill was introduced on the heels of a report from the Safe Schools Task Force that investigated issues related to gender-based violence, homophobia, and sexual harassment in schools. The Bill was designed to address gaps in communication between Principals, Teachers and parents about serious student incidents that could lead to suspension or expulsion as well as ensure parents are kept informed and Principals are aware of serious incidents in the school so they can respond appropriately. The Legislation also requires staff, “to address inappropriate and disrespectful behaviour among students, such as racist or sexist comments that are unacceptable in our schools.”

While more detailed information will be communicated shortly through future *Info faxes* and in *Soundings* it is important to appreciate that the Employer Board is responsible for in-service and clarification around implementation issues and the duty to report. For the present it should be noted that the applicable, legislatively required reporting form is to be filled out and signed by the Teacher. While there may be some trepidation around the implications of signing the required form, it is required by statute and not an option. **Do not include your personal phone number on the space provided at the end of the form – this should be the school’s phone number.** The form will also be placed in the student’s OSR if an action is taken. Teachers should retain a copy of the form for their records.

Any questions concerning what constitutes a reportable offence must be directed towards the in school Principal. The Teacher will receive a receipt verifying the submission of the reporting form as well as an indication of whether or not any action was taken. The Teacher should seek clarity from the Principal as to the protocols for storing and retaining the receipt as well as requesting the specific details about the scope and duration of any consequences emanating from the incident report filed by the reporting Teacher.

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