

Memo #19

Date: December 20, 2017

To: Executive/Members

Re: **EI and CPP Deductions; Duties of Member to Fellow Member; Johnson Insurance – Travel Tips**

EI and CPP Deductions

Just a reminder that for a number of teachers you will see a decrease in your pay statements beginning in January, as 2018 is a new tax year and that means that CPP and EI will begin to be deducted again.

CPP rates: Commencing January 2017, the rate will be 4.95% of gross earnings to a maximum of \$2,593.80 Maximum Contributory Earnings for 2017 are \$55,900.

EI rates: Commencing January 2017, the rate will be 1.66% of gross earnings to a maximum of \$858.22. Maximum Insurable Earnings for 2017 are \$51,700.

For those employees who have reached the maximum contribution (YMPE) limit for 2017 and are not currently paying CPP and EI, these deductions will start again with the first pay in January.

Duties of Member to Fellow Member

With the increased stress of our jobs on a daily basis, we have been dealing with more teacher-on-teacher allegations of gossip, talking about their abilities as a teacher, etc., which can lead to a more stressful work environment, possible harassment complaints, and a divided staff.

Teachers should be aware of their duties – in the Teaching Profession Act – where it applies to our duties in regard to fellow members:

18 (1) A Member shall,

- (a) Avoid interfering in an unwarranted manner between other teachers and pupils;
- (b) On making an adverse report on another member, furnish him or her with a written statement of the report at the earliest possible time and not later than three days after making the report
- (c) Notwithstanding section 18(1)(b), a member who makes an adverse report about another member respecting sexual abuse of a student by that other member need not provide him or her with a copy of the report or with any information about the report

To summarize, we should avoid interfering with how another professional is dealing with a student, or their class, and if we discuss with other colleagues or administration about the abilities of another teacher – an adverse report - we have an obligation to provide a report of what was stated. (The exception involves respecting sexual abuse.)

Johnson Insurance

Advice from Johnson Insurance – The Lighthouse – on preparing for winter travel:

Before you leave:

1. Make a winter safety kit
2. Get (or put on) winter tires
3. Check weather and plan ahead
4. Dress in layers
5. Make sure vehicle is clear of snow and ice.

On the Road:

1. Keep a safe distance
2. Skip the cruise control
3. Drive responsibly

For more details, please visit <https://www1.johnson.ca/>, and scroll to the bottom and check out News from The Lighthouse.

Happy Holidays and Merry Christmas

From all of us – Jeannette, Shannon and myself – at the Unit Office to you and your family and friends, we hope you have a safe and relaxing holiday, and that your Christmas is joyous and peaceful, spent with your loved ones.

**If you have any concerns, please contact the Unit office at 705-733-9625 or 1 800 558 4815
Thank you for sharing this information with OECTA members.**