

Memo #26

Date: April 26, 2021

To: Simcoe Muskoka Catholic Elementary Teachers

Re: **Disability Management Office Requests; Attendance Management Program; National Day of Mourning; OECTA Health/Benefits Information; Johnson Insurance - Scholarships**

Disability Management Office Requests

The unit has become aware of instances where members are providing information to the Disability Management Office (DMO) beyond what is required in the Collective Agreement. In some instances, this information is being provided by the member voluntarily, other times it is being sought by the employer. It is important for all members to be aware there are limitations on the information that the member is required to provide. This is outlined in the Collective Agreement Part A: Central Terms (3.7.1) page 8, which states:

A school board may request medical confirmation of illness or injury confirming the dates of absence, the reason therefore (omitting a diagnosis), the teacher's prognosis and any limitations or restrictions. Medical confirmation will be required to be provided by the teacher as determined by the school board for absences of 5 consecutive days or greater. Boards are entitled to make reasonable follow up requests and seek reasonable periodic updates. Requests shall be sent to the teacher who shall be responsible for authorizing their medical practitioner to respond in a timely fashion. The medical confirmation and follow up requests may be required to be provided in the attached form (**Appendix B**) or on forms as mutually agreed between the school board and the Association, where appropriate. Where a school board requires the completion of the attached form (or other similar form) it shall reimburse the cost up to a maximum of \$45.00, or in accordance with existing practice (i.e. the manner in which it was reimbursed as of August 31, 2014).

If members are seeking a medical leave, they are encouraged to reach out to the unit for information. The Medical Certificate is completed by your doctor and sent via Board email to Gord Van Clieaf or sent via confidential fax identified on the form. Communication with DMO should be via email, as it provides a record. Members are cautioned to not call and provide additional information as it may not always benefit you, and the adjudication of your absence.

If a member submits a fully completed medical form and is asked for information over and above what is identified in the form you are encouraged to not reply and reach out to the unit immediately. Should you be contacted on the telephone you should ask what the call is regarding and indicate that prior to providing an answer you need to consult the unit office.

Attendance Management Program

The Unit Office has received notification from the Board that they will be informing employees of their entry into the Attendance Management Program (AMP).

For those of you unfamiliar with AMP, here is a quick review:

An employee will enter Attendance Management when they **meet** (11) full-time equivalent (FTE) days of sick leave absence in a school year, September 1st to August 31st, **which have not been deemed to be medically supported** by SMCD SB's Disability Management Office (DMO). You will receive notification from the Board's Attendance Management Department (AMD).

The Board sees this program as “support” versus “management”, yet they have had multiple presentations at Board meetings stating how much money they will save by addressing absenteeism.

We have tried to get the Board to reconsider this option for the remainder of the school year, seeing as we are in a pandemic, and the Board continues to state they are supporting teacher wellness and wellbeing. This decision seems counterintuitive.

Unfortunately, we cannot make the Board change their mind, and the Board is within their rights to maintain the AMP. However, just because it is an option does not mean it needs to be used.

Teachers who have entered the AMP will receive notification in early May.

Exiting the Attendance Management Program:

An employee will exit Attendance Support when they maintain an absenteeism rate that is below the threshold outlined in Section 3.1.1 of the AMP document for an entire school year, September 1st to August 31st. (Currently, 11 sick days for Elementary Teachers, that are not medically supported by the Board). Upon exiting Attendance Support Program, the employee will receive written notification via their Board email account.

Re-entry to Attendance Management Program:

An employee who exits Attendance Support and subsequently meets/exceeds the threshold during either of the next **two (2) school years**, will re-enter Attendance Support at the step at which they exited the process.

Your principal has no control whether you enter or exit AMP. Therefore, sharing with them your personal information will not benefit you, as they are an agent of the Board.

If you receive notification, an email will be sent by the Unit Office to you, providing you with information and next steps.

National Day of Mourning

The National Day of Mourning, held annually in Canada on April 28th, and is dedicated to remembering those who have lost their lives, or suffered injury or illness on the job due to a work-related tragedy.

Working people fought long and hard for their right to safe and healthy work, and yet too many still are killed, injured or made ill by hazardous work. We remember them April 28th.

On this day, Workers Health & Safety Centre joins with health and safety advocates to rededicate ourselves to supporting prevention measures based on fundamental worker rights.

Every year, WHSC helps promote Day of Mourning (DOM) events organized by constituent labour councils in communities across Ontario.

A National Day of Mourning was first recognized by the Canadian Labour Congress in 1984 to raise public awareness of worker injury, illness and death. **More than 100 countries** now observe a Day of Mourning.

More than a year into the COVID-19 pandemic though we know **mourning is never enough**. While observing our National Day of Mourning, workers and their representatives will also recommit to **urgently needed prevention action**.

The Barrie District Labour Council has organized a virtual National Day of Mourning event on April 28th from 6:30-7:30 pm. If attending, please have a candle lit during the event.

Link: <https://us02web.zoom.us/j/86484873726?pwd=Y1A3VnpXSGNjbzZDRThoSTJSRFpsQT09>

OECTA Health/Benefits Information

Starting in June 2021, Manulife will be notifying members directly if any of the service providers or suppliers they or their eligible dependents have used in the past 13 months have been identified as a 'delisted' provider.

As per past practice, claims from Delisted Providers/Suppliers (providers/suppliers who are not in good standing with Manulife) will not be approved for claim reimbursement.

To avoid delays in processing claims and reimbursements, members are encouraged to continue to check the Delisted Providers List on a regular basis at <https://www.otip.com/FAQs/How-can-I-view-the-list-of-delisted-providers> to make sure that any of their new and/or current providers/suppliers are in good standing.

Members can log in to OTIP's secure member site and view the list of **Delisted Providers** in My Claims.

FAQ:

What if I went to see the provider and did not know that they were on the delisted list?

It remains the member's responsibility to make sure that their providers/suppliers are not on the Delisted Provider List.

Providers/Suppliers are required to inform their patients when they are on the Delisted Providers List.

What if I submit a claim with a date of service on or after the provider was delisted?

The claim will not be approved or reimbursed.

Johnson Insurance – Scholarship Program

Johnson Insurance is pleased to offer 50 scholarships worth \$1000 each, to students who fall into at least one of the following categories:

- if you, your parent/guardian or grandparent have a:
 - o home or car insurance policy through Johnson **or**
 - o MEDOC travel insurance policy **or**
 - o group benefits plan (such as health, dental or life insurance) through Johnson
- if you, your parent/guardian or grandparent are a member or employee of a Johnson recognized group (policy not required)

Students must complete high school in 2021 and must be beginning post-secondary education this fall or CEGEP (if living in the province of Québec).

Applications for the Scholarship Program will be open starting April 15th, 2021. Completed application forms must be submitted by July 15th, 2021 and must include a transcript for the period of September 2019 to December 2020. NOTE: Recognizing the impact of COVID-19, unofficial transcripts will be accepted – bearing the student's name and date – from student accounts where official transcripts are not available.

For more information on applying, please see the online application form and Scholarship Program Guidelines to obtain full requirements and submission instructions, or please visit johnson.ca/scholarship

If you have any concerns, please contact the Unit office at 705-733-9625 or 1 800 558 4815