

## **Memo #10**

Date: December 16, 2021

To: Members

Re: **Happy Holidays, EI, CPP and OCT Deductions, January**

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### **Happy Holidays**

Shannon, Dawn, and I would like wish everyone a safe and peaceful Christmas holiday and Happy New Year.

It is important for all of us to take time away from our job and do what we can to get the necessary rest.

The Unit Office will be closed from 4:30 pm Friday, December 17<sup>th</sup> until 9:00 am Monday, January 3<sup>rd</sup>. However, Shannon and I will have access to our emails, and cell phones intermittently over the holidays.

### **EI, CPP and OCT Deductions**

Just a reminder that for several teachers you will see a decrease in your “take-home” pay beginning in January, as 2022 is a new tax year and that means that EI and CPP will begin to be deducted again.

**EI rates:** Commencing January 2021, the rate will remain at **1.58%** of gross earnings to a maximum of **\$952.74**. Maximum Insurable Earnings for 2020 are **\$60,300**.

**CPP rates:** Commencing January 2021, the rate will be **5.70%** of gross earnings to a maximum of **\$3,499.80**. Maximum Contributory Earnings for 2020 are **\$64,900**.

The Ontario College of Teachers deductions are made by the Board – on our behalf, as per Ministry requirements – in nine equal installments from the first pay in September to the last pay in December for a total of **\$170**.

Those teachers on Maternity Leave or a yearlong leave of absence, would be responsible for payment to the College. Teachers are encouraged to go to: <https://oct.ca/eservices/home/amf.aspx> and payment needs to be made by April 15<sup>th</sup>.

(LTOs – if in an LTO – are deducted as a lump sum on their last pay in December).

### **January**

The Ministry of Education, nor the local Public Health Unit have communicated anything about what January will look like for staff and students, but the Board has communicated the following:

***As a reminder out of an abundance of preparedness we are asking students and staff to bring home their personal belongings, e.g., any medications, personal devices, indoor shoes, eyeglasses, etc.***

However, it is important to note that schools may be closed for staff and students, but the expectation that teaching will continue for all students virtually.

Last year the Ministry of Education made their announcement on the first day of Christmas holidays – Monday, December 21<sup>st</sup> – which caused extreme anxiety for teachers. Teachers were faced with the fact that schools were moving to online learning, and to plan and organize for that reality during their Christmas holidays.

We have been requesting that if the same situation occurs this year, that schools be closed for student learning for several days, for teachers to be given time to plan and organize during their workday and not holidays.

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