

## President's Message

This edition of the ITA News is all about our upcoming AGM on April 24 and the decisions we must make. One important decision is for the next President of the Association. The candidate for president is the current Vice-president, Cathy Pleskach. You can read Cathy's election statement on our website ([LINK](#)). There are still some open positions on the ITA Executive, so if you have been considering joining, look to see where you might fit in. You are also free to put your name forward for one of the positions that already has a nominee; it just means that you will be part of an election. We will also be voting on our new constitution, by-laws, and policies. Please take the time to examine these documents [on our website](#) before the AGM.

We have had excellent attendance at AGM over the past number of years and I thank all of you who have made this a priority. The fact is, we need you again. We need 40 members to reach quorum so that we can continue to operate as an Association. We have a new president to elect, we have MTS President Norm Gould coming out with his take on the government's latest moves and, we have a new constitution to decide upon; with all that going on I encourage us all to do a lot better than 40.

## Candidates for Election

The following have allowed themselves to stand for election on April 24.

President .....	Cathy Pleskach	Equity & Social Justice .....	Larissa Friesen
		Professional Development .....	Ashley Kutcher
Vice-president.....	Open	Public Relations .....	Open
Treasurer.....	Open	Workplace Safety & Health .....	Christie Crow
Secretary .....	Rebecca Good	Field Services .....	Leslie Fuerst
Collective Bargaining .....	Maria Nickel	Indigenous Voice & Action .....	Cora-Leigh Mazurat
Education Finance .....	Dan Gregovski	Member at Large.....	Sheila Anderson
Benefits.....	John Kooning	Member at Large.....	Ross Ledochowski

## Short Term Disability: Frequently Asked Questions

In early May, the Interlake Teachers Association will decide, via an Association-wide ballot, on whether to pursue Short Term Disability Insurance. Much information has already been sent to you via this newsletter. The purpose of this article is to bring all the information together into one, precise presentation.

Q: What is short term disability insurance?

A: Short term disability insurance is income replacement insurance. It provides income to a teacher who is off work due to illness and has run out of sick days.

Q: How much does it cost?

A: Rates are 0.17% of salary. On an \$80,000 salary this is \$136 per year or \$5.67 per paycheck.

Q: How is short term disability insurance different from long term disability insurance?

A: Long term disability insurance is income replacement insurance for people who are away from work for an extended period due to illness. The Disability Benefits Plan (DBP), which is the actual name for long term disability, starts paying income replacement after a teacher has been off work for 80 working days or when the teacher runs out of sick days – whichever is longer.

Q: What happens if I run out of sick days before the 80 working days?

A: Right now, a teacher who runs out of sick days would receive EI sick benefits for the days after sick days run out and before DBP starts. EI sick benefits are roughly 30% of the regular income of a teacher.

Q: I have over 80 sick days in the bank, why would I want short term disability?

A: It is true that a person who became seriously ill and had over 80 sick days in the bank, would use up all those sick days and then go directly onto the DBP. They would not access the short-term plan. However, upon their return to work, they would have no sick days – remember a teacher must use all their sick days before going on DBP. If that teacher got the flu, broke their ankle, or became seriously ill again, the short-term plan would pay for all those sick days. In this way, even those of us who have 80 days in the bank, might use short-term disability.

Q: How many people use the plan?

A: Roughly 1% of plan participants use the plan. In the Interlake School Division this means that between 2 and 3 people each year would use the plan if we had it. Anecdotally this has been the case. Each year we have had 2 or 3 people in our Association who could have used the plan.

Q: How many other Teacher Associations are in this plan?

A: Almost all teachers in the province are part of this plan; 34 out of 38 associations are in the plan.

Q: Why should I support the Short-Term Disability Plan?

A: There are three reasons to support the plan. One is the low cost; this plan is highly affordable. The second is to have income replacement insurance for yourself that you might have to use one day. The final reason is because someone in our Association will use the plan and you believe that, as a collective, we should look after each other.