

Transferred! Me?

The decision by a board to transfer a CPCO member is not always one that is welcomed by the member, for a variety of reasons. However, is the decision one that the member has recourse to challenge?

STERLON has assisted many CPCO members who call to enquire if they have any legal or moral right to challenge the board's decision to transfer them. There is no cookie cutter response to those callers since each board's terms and conditions of employment use differing language to cover this aspect of the member's employment. However, there is often room to make representations on the member's behalf.

If you are told of your transfer and it is one with which you are not happy, we recommend that you contact STERLON who will review the wording of your contract and determine if there is any room to negotiate with the board. Sometimes, there has been a verbal inducement, which might affect the written terms, or there are medical conditions or travel issues that can be relied upon.

It is important for members to appreciate that simply by calling STERLON for assistance does not escalate a matter into a legal dispute. The call is confidential and designed to give you valuable assistance. A transfer is stressful if undesirable. The problem can be shared. By making the call to STERLON, you can discuss the problem with professionals who understand your position.

We have seen an increase in the number of transfers because of union pressure on boards. Similarly, there have been instances of resignation under pressure for members nearing retirement. A transfer from the secondary panel to the elementary panel is another common concern.

THINGS TO CONSIDER

- Is the transfer a demotion?
- Can the transfer be challenged?
- What does "red circling" my salary mean in the long term?

By obtaining advice, you are in a better position to make an informed decision concerning a transfer and your alternatives.

Glad I Made the Call

The following testimonials have been given by CPCO members who have made claims under the Legal Benefits Plan. A common theme is the stress that members face that experience tells us can be reduced substantially with an early call to 1-888-STERLON.

The service was first rate. My concerns were listened to with questions asked to determine more information and to make me feel better. A lawyer provided excellent advice and offered to be present during a Catholic Children's Aid Society (CCAS) interview.

I immediately felt relief the moment that I contacted STERLON. They were efficient, caring, realistic, communicated very well for the entire span of my claim, which was just short of two years. The telephone conversations and written communications plus the legal advice and moral support were outstanding.

I was very pleased with the service. I sincerely appreciated the opportunity to dialogue with more than one person about my circumstance.

I felt that STERLON was able to anticipate what needed to be done next. My sincere thanks for supporting me through a very stressful and unnecessary complaint to the Ontario College of Teachers (OCT).

A colleague of mine contacted me and suggested I seek assistance from STERLON. I have been very impressed with their punctuality, concern and guidance. During this very stressful time, this advice and assistance was invaluable.

The service I received was expert in every aspect. I was guided through the process and my lawyer made excellent submissions on my behalf.

I have taken the time to share with my colleagues my own experience with seeking legal counsel through CPCO and how reassuring it was. Many thanks.

My lawyer got the job done with the board's lawyer. She made a difference in my life by working to see that justice was served. You all made a very difficult and hurtful time more bearable.

Vexed

STERLON was recently contacted for assistance regarding an allegation by an OECTA member of workplace harassment by an administrator. Our initial investigation suggested the complaint was an attempt to create problems for an administrator or at best frivolous, vexatious and a complete abuse of process. The board arrived at the same conclusion and dismissed the complaint. At issue: the workplace harassment complaint was a "menacing glare" at 20 feet across the room.

Definition of Harassment – vex by repeated attacks

This article was prepared by STERLON Underwriting Managers Ltd., the administrators of CPCO's legal benefits plan, as a service to CPCO members.