

ESPecially Yours

Volume 15, Issue 4

June 2015



acclaimed to return next year. You will see a list of the executive later in this newsletter. We also had a report from Provincial Office regarding upcoming negotiations. Due to the confidential nature of some of the discussions, I would recommend that you all make sure you have access to the OSSTF Confidential Member Login page on the provincial website. To get your login and password, please call Provincial Office at 1-800-267-7867.

Our annual PD Day was a great success. The PD Committee has already met once to start preparations for next year. If you want to join the Committee, have suggestions or

ideas for workshops, please contact Judy Soifer, our ESP Educational Services Officer.

It was very gratifying to see the number of ESP members receiving Director's Awards in May. Congratulations to all!

As the year comes to an end, there is a lot of uncertainty and unrest about what is happening with negotiations, both centrally and locally. Leif will cover those issues in his message. I would like to say that it is important to remember that members of OSSTF as well as other Education Unions across the province are facing very tough negotiations. We are all education workers in our schools, elementary and secondary, as well as in our Central departments.

It will be a difficult June for many office staff with the uncertainty surrounding the Elementary and Secondary Teachers' job actions. They are not performing their normal duties such as entering report card comments, filling out OSRs, etc. We have spoken with Labour Relations at the OCDSB and have reiterated that not only are those duties above and beyond office staff regular duties and as such should not be assigned, but that union

Year End Message from Your President

2014-2015 is coming to a close.

It has been an eventful and challenging year for all of us.

Leif and I have been working hard to support our members throughout this year. We have attended discipline meetings, meetings to assist members experiencing illness, grievance hearings, mediation meetings; you name it, we have been there. We have fielded hundreds of questions about the contract, sick days, leaves of absence and various other issues.

Our ESP Annual General Meeting took place on May 20, 2015 at the library in the Confederation Education Centre. Thanks to all those who attended. The ESP Budget for 2015-2016 was approved, and all members of our executive from this year were



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**PUBLICATION OF THE EDUCATIONAL SUPPORT PROFESSIONALS
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From your chief negotiator

We now come to the end of the first school year and Collective Bargaining Cycle under the Provincial Legislation of the "School Boards Collective Bargaining Act" which defines the new two-tiered Central / Local Contract Negotiation Process.



From the questions I have received over the year, to say that the new Collective Bargaining process mandated by the legislation has been confusing for most of our members is a major understatement. Nor, unfortunately, has it been crystal clear to most of us OSSTF officers.

I have written and scrapped about five versions of this end-of-year summary of Collective Bargaining status over the last few weeks as the situation continues to change frequently in terms of both interpretation and process, and now even more so with recent legal decisions, back to work legislation, and political posturing at play.

I won't attempt here to summarize the process again as this has been covered through other communications throughout the year both locally and on the Provincial OSSTF Member's Only website. However, I would like to give as clear an understanding as I can regarding where things stand to date and where they are likely going, as much as can be predicted at this point.

CENTRAL TABLE NEGOTIATIONS: Support Staff Central Table negotiations began in early April, with approximately 5 days held in Toronto for this purpose. While the negotiating team for this process is composed entirely of Provincial OSSTF Executive and Staff, input on local

impacts is provided by a Support Staff Central Bargaining Advisory Committee of which I am a member. We sit in backroom caucus during most of the bargaining sessions.

Unfortunately, due to a lack of any

meaningful progress in these talks to date and an apparent lack of commitment on the part of the Government or the School Board representatives at the table, Central Support Staff negotiations have been suspended by OSSTF as of May 25th. This mirrors the situation for Teacher/Occasional Teachers at the Central Table who have also suspended talks after more than 27 days at the Central Table, a number of those including the assistance of three separate Labour Board Mediators.

Further, as of June 2, it has also

been announced by OSSTF that due to the lack of progress at both Provincial Tables, OSSTF will be applying for Labour Board Conciliation at the Central level for ALL bargaining units in the Province, both Teaching and Support, which could potentially result in ALL units being in a legal position for job action Provincially by September.

LOCAL NEGOTIATIONS:

All Support Staff Bargaining Units in our District are now under Resumption of Bargaining by Provincial O.S.S.T.F. What this means for your ESP Bargaining Unit is that although our local negotiation Table Team continues to engage in bargaining with the OCDSB, we have been assigned a member of the Provincial OSSTF as our local bargaining chairperson (OSSTF Vice President Cindy Dubue) on the Resumption Table Team and a member of the Provincial Secretariat from Protective Services as our Resumption Team Chief Negotiator, and all sign off decisions are in the

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OSSTF protestors at Queens Park in May

Final Thoughts

Chief Negotiator continued from page 2

hands of Provincial OSSTF.

Your ESP bargaining table team have so far met twice with the Ottawa-Carleton District School Board's negotiating team--once to establish ground rules for the local negotiation process and once to present our negotiating brief to the Employer. We have two dates scheduled so far in June, and are hopeful that we can continue into the summer with further dates.



It must be stressed however, that under the new two-tiered negotiation process, there will be NO contract in place until there is agreement at both the Local and the Central Table levels. It is therefore apparent that this whole process will likely go on into the fall of our next school year.

So at this point, I would suggest that we all take a deep breath and relax and try to enjoy the summer.

I do **STRONGLY** advise you to keep up to date with the OSSTF's Provincial website's Member's Only section as this will be your main source of information for changes to bargaining status over the summer, although if there is any particular action required on your part, Nancy or myself will make sure that you are made aware.

On a more positive note, I am pleased to announce that the ESP Bargaining Unit did manage to reach a successful contract settlement in May with the "other" Employer some of our members work for, the Ottawa Student Transportation Authority

(OSTA). Negotiated directly with the employer locally, the two year OSTA 2014-2016 agreement includes salary percentage increases of 2.5% each year for those currently at Level 6 and under and 2% each year for those at Level 7 or higher, improvements to HR file retention rules, new articles defining Performance Evaluation and Management procedure, and improvements to overtime provisions. All members at OSTA also receive a small signing bonus.

I wish to thank the members of the ESP-OSTA bargaining table team for their very hard work on this. Thanks to John Grochot, Rob Masterson, and Nancy Akehurst.

I hope you all enjoy a long, safe and happy summer.

Leif

President continued from page 1

members should not be put in the position of being requested to "cross the picket line" and do teacher work. The Board has been understanding about this. Please be sure to support the teachers, not only by not doing struck work, but by joining them on lunch hour or after school pickets. Please be respectful of your colleagues. Teachers may be taking the lead, but this is your fight as well!

I believe that Educational Support Professionals are vital to ensuring our students are successful in education. While it is not easily seen how we impact student learning, your daily duties make a difference. Your support of Principals, Managers, teachers, students and colleagues, enable students to have a safe and caring learning environment. Be proud of what you do.

I hope all of you have a chance to relax and enjoy some time with friends and family during the summer months. Let's hope that summer finally arrives for more than 2 days at a time! In closing, take care of yourselves!

Nancy



Status of Women Conference

On May 1st I had the opportunity to attend the Status of Women Conference 2015 in Toronto. This was my first conference and I didn't know anyone going, so I was both excited and nervous.

The conference began with Susan Melville, Status of Women Chairperson reading the OSSTF/FEESO Anti-Harassment Policy and was followed by an amazing dinner.

I was moved and inspired by the keynote speakers, Christy Joy and Attiya Khan. Their stories reinforced how important it is to not only empower our women but educate our men as well. As the mother of four daughters, this topic is very important to me.

After a wonderful evening of socializing with members from other districts it was off to bed!

Following breakfast we split up to attend our various workshops.

My first workshop was "The Strength of Consent" led by Jeff Perera of the White Ribbon Campaign. His message was clear - we must educate our boys/men so understand how their words and actions affect girls/women and how we must, as a society create a "language of consent".

"The Concerns with and Strength of Technology" workshop was very

informative. Steph Guthrie is a young, tech-savvy young woman who understands the challenges our young people face with the constantly evolving technology available to them. Discussions following her presentation were lively and I walked away with a list of ideas to share.

The day finished off with a presentation by Jules Hilliker. What can I say about Jules other than I was overwhelmed by her realistic, down-to-



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I want every little girl who's told she's bossy, to be told instead she has leadership skills.

Sheryl Sandberg
COO, Facebook

earth approach and the solidarity I felt. The perfect end to a perfect weekend.

Thank you OSSTF District 25 for the opportunity to be part of such an important event.

Debbie Dezenosky

**IT STARTS WITH YOU.
IT STAYS WITH HIM.**

*Working with Young Men to
Promote Gender Equality
In our Schools*

OSSTF/FEESO
PROTECTING AND ENHANCING PUBLIC EDUCATION
PROTECTOR D'UNION D'ENSEIGNEMENT PUBLIC

Powered by:
White Ribbon Campaign

ESP RETIREES

Retiring OAs got a special send-off at the last meeting of the Elementary Office Administrators Association meeting.

School Bells
(This is Your Year to Retire!)
(tune: Silver Bells)

lyrics by Linda Ludlow,
EOAA Co-Chair

Scho-ol bells, scho-ol bells
This is your year to re-ti-re
Ring a ling, here they ring
Nope ...they won't ring an-y-more!

No more tea-chers, no more scree-chers
No more "I need this NOW!"
No more teach-ing your prin-ci-pal Fin-ance!
No more bussing, no more Trillium
No more month-ly reports
You can tell the comp-trol-ler good-bye!

No more nose-bleeds, no more barf-ing
On your fresh-ly washed floor
No more "watch-ing" the kids in your of-fice
No more head bumps, not a real lump
No more buzz at the door
You can wave all the sillies good-bye!

No more count-ing all the mon-ey
Did they log it all in?
You can do as you please, we'_re so jea-lous!
Reg-is-tra-tions, al-lo-ca-tions
No Sept-em-ber wor-ries

You can kiss Scho-ol re-orgs good-bye!

Thank you Ca-rol Ball from Jock-vale, Fif-teen years you've put in
Su-san Hock-ley from Sev-ern wow'd Twen-ty-Three
And Joyce Came-ron, fr_om Hil-son, Twen-ty-Four years, no way!
How we're pri-vi-ledged to have known you!

Mair-in Ran-kin, from Glen Cairn, worked a good Thir-teen years
Jo-se Van Zijl from Devon-shire did Twenty-Four
Su-san Clost from Queen E-li-za-beth Twen-ty-Six years a vet
Dar-a-lyn Steele from Pine-crest is too!

Bren-da Gib-son hailed from Stone-crest Twenty-Sev'n years did she
De-bi Kav-'nagh from Goul-bourn wow'd Thir-ty
So did Ma-ry Ja_ne Hurd-man
Man-otick long time boss
Nan-cy White Twen-ty-Eight years Le-Phare

Ka-ren Cass-i-dy from Queen M-ary, Thir-ty-se-ven long years
Guess it is a-about time to re-ti-re
Put your feet up, do what you must
It is all up to you
Can we put you on ca-su-al now?

Special O-As, we will part ways
Meet-ing for the last time
Did we tell you how much you're ad-mi-red?
We will miss you, and it is true
That the halls may not shine
Now that you won't be Queen of your school!

Congratulations to all the ESP Retirees, with many thanks for their years of service.



Judy Aranoff
Shirley Arthur
Marilyn Beaudin
Joyce Cameron
Karen Cassidy
Susan Clost
Lynn Corcoran
Diane Dayton
Brenda Delaney
Lorraine Demers
Phyllis Driscoll
Brenda Gibson
Myriam Girard
Barbara Gregory
Shirley Griffioen
Susan Hockley
Mary Jane Hurdman
Erika Johner
Debra Kavanagh
Sophie Kwok
Catherine Labelle
Suzanne Matthews
M. Louise McCutcheon
Michael Merritt
Joanne Milner
Donna Nazarenko
Margaret Neamtz
David Perry
Kim Pettis
Mairin Rankin
Jean Rutherford
Anne Sanagan
Daralyn Steele
Patricia Stephens
Penelope Stewart
Marjory Stewart
Lois Thompson
Elizabeth van Ossenbruggen
M. Peggy Van Ryckeghem
Jose Van Zijl
Nancy White

And Congratulations to the ESP members who received Director's Citation awards this year!
Brenda Beattie, Office Administrator at Ridgemont High School; **Sue Farrell**, Office Administrator at Elgin Street Public School; **Franca Germano**, Office Assistant in Business and Learning Technologies; **Diane Labelle**, ePLC Administrator in Curriculum Services; **Christine McCarthy**, Assistant (Operations) in the Human Resources Department; and **Peggy Van Ryckeghem**, Office Administrator at Sir Guy Carleton Secondary School.
The Technology Excellence Award went to the GEM team in Business and Learning Technologies. Congratulations to ESP members **Teresa Harrison**, Acting Supervisor, Customer Support and **Kim Rycroft**, Supervisor, Learning Application Support.

OPEN HOUSE - 9 CORVUS COURT



New building, new sign!



Victor Nesrallah entertaining the crowd

OSSTF District 25's new building was the scene of a BBQ and Open House on June 11. In contrast to last year's BBQ, where the only space to hold it was the parking lot of the old building, this year's BBQ was located on the spacious back lawn of the new building. Inside the building plans were on display for the proposed addition to provide more meeting space.



THINGS TO KNOW



Gmail: Labels

Labels help you organize your messages into categories -- work, family, to do, read later, jokes, recipes, any category you want. Labels do all the work that folders do, but with an added bonus: you can add more than one to a message.

Only you can see your labels, so whether you mark a message with "Best friend" or "Read later," the sender will never know.

Create a label

Here's how to create a label that you can add to any of your messages:

1. On the left side of the page, click More at the bottom of your labels list. (If you don't see "More," grab the gray

dividing line with your cursor and drag it down to show more labels.)

2. Click Create new label.

3. Type the name of your new label and click Create.

You can also create a new label for a message in your Inbox by selecting the box next to the message, clicking the Label button above your message list, and then clicking Create new.

Apply your label

You can add a label to your messages in several ways: When viewing your Inbox, select the check box next to those messages, click the Labels button, and click the label you want. (Or check the boxes next to several labels and click Apply.)

When viewing a message, click the Labels button to add a label

to the message. You can also click and drag a label from the left side, and drop it on the message.

When writing a new message, click More options in the bottom right corner of the compose window, click Label, and then select one of your labels.

When you add a label to a conversation, it only applies to the messages already in that conversation - not to messages sent after you applied the label. When you search for labelled messages, you'll see any messages that match the label, along with their conversation thread. However, you won't be able to search for an individual message in the thread that doesn't have that label.

Amir

ESP Executive for 2015-2016 Acclaimed



Your ESP executive for 2015-2016, pictured at the Annual Meeting of the Parliamentary Assembly (AMPA) which took place in March
L to R: Chouy Johnson, Saul Mogelonsky, Judy Soifer, Leif Walther, Margaret Elson, Nancy Akehurst, Amir Ismail, Kelly Mills, Shelly McQuillen
(missing: Bev Charles, John Grochot)

The Editor of *ESpecially Yours* is Margaret Elson. Comments, suggestions and contributions may be sent to her by GEM anytime. Next issue - October 2015

Health and Safety - Everyone's Business

Say What?!!!

Did you hear about the woman who was married 20 years and had 19 children? Her friend asked why she wasn't pregnant again. She said she got a hearing aid. Every night her husband would ask, "So you want to sleep or what?"

Your hearing is precious and no joke, yet it can be affected by noise. Until it's lost we often don't pay attention to our hearing. It is only when we don't hear the birds anymore or we think everyone is mumbling that we recognize hearing loss. Though often part of aging, people can experience some hearing loss while still young.

The definition of noise is sound that is, unwanted or unpleasant. Sound is what we hear. White noise is all around us, common sounds we hear but don't usually pay attention to, such as the furnace coming on, the trucks on a highway at night, the steady hum of our appliances both at home and at work, the buzzing of insects and rustling of leaves outside. These are sounds we miss or only pay attention to when they are extreme, or they are gone. Have you ever been at home or work when the power goes off? It's

so still and quiet, it feels eerie and frightens us, just a bit at first.

Noise can not only be annoying, it can be hazardous. The wrong kind of noise or a loud noise can cause stress, hearing loss, and can also hurt us physically and ergonomically. Stressful noise can affect our performance level, mental abilities and energy level. It can affect us ergonomically as we consciously or even un-consciously try to move ourselves away from the source. This can cause pain in the neck, back and shoulders.

There are laws and regulations that protect us against hearing loss damage due to noise in the workplace, and formulas to calculate noise levels and exposures. The provincial regulation states that effective hearing protection must be worn when any worker is exposed to 90 decibels or greater. The Canadian Occupational Health and Safety Regulations state that "no employee in a workplace shall be exposed to a noise exposure level that exceeds 87 decibels in a 24 hours period." 80 decibels equals the school cafeteria, 90 decibels equals the subway or the mechanical room. A rock concert and jackhammer are both 130 decibels. You can usually feel some discomfort at 120 to 140 decibels or band practice.

Permanent hearing loss is called sensorineural hearing loss because damage has been done to the cochlea. Symptoms of hearing may include tinnitus, difficulty hearing conversations, talking louder than normal, asking people to repeat words, turning the radio or television up, belief that everyone mumbles, hard to hear telephone calls. We are most sensitive to high pitch sounds and those are the sounds we will

lose first. We will have difficulty hearing people talking if there is background noise or others talking. Temporary hearing loss is when the hair cell sensors that send messages to the brain become tired. Resting in a quiet place for a day will bring the hearing back, usually within 18 hours. However, damaged hair cells cannot repair themselves.

Tinnitus is ringing or buzzing in the ears caused by exposure to noise and can be temporary or permanent.

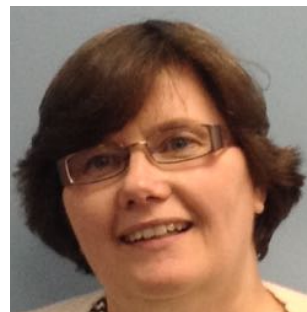
So, what can be done? What can we do about the noise in our workplace? If it is bothering you, fill in a Health and Safety Concern form and submit it to your supervisor. The action plan would be to investigate the cause of the noise and have a work order submitted to correct the problem by repair, modification or removal. If you are in situation that requires PPE, wear it. If you need to move your desk to avoid the hamster wheel, it might be easier to use Pam on the hamster wheel, but depending on the size of the hamster, it could also be a good idea to move your desk. Getting used to the noise is not a correction to the situation. If it's noise and not sound, something should be done.

Protect your hearing. The sweetest sound is the laughter of grandchildren!

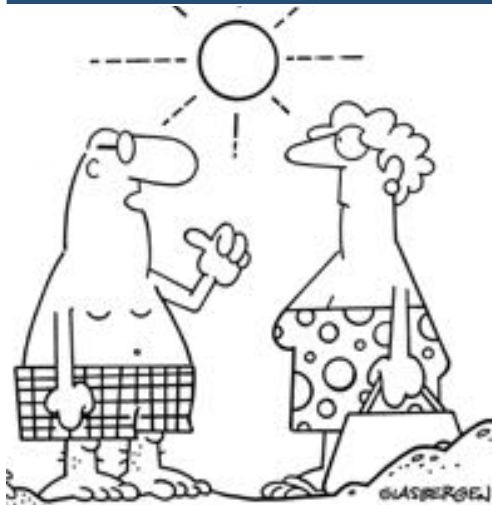


Bev Charles

ESP
Health
and
Safety
Officer
OSSTF
District
25



ON THE LIGHTER SIDE ...

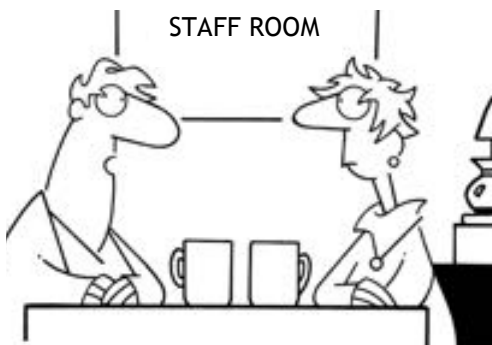


"I'm finally starting to relax.
Come look at the pie charts
I made in the sand!"

INDICATIONS THAT SUMMER TOURIST SEASON IS ABOUT TO BEGIN ...



DAVE GRANLUND © www.davegranlund.com



"Daydreaming is a serious problem in my office. I can't stop thinking about retirement, summer vacation, winter break, snow days ... "



"I forgot where I parked."

Disclaimer - Although care has been taken in preparing the information contained in this publication, accuracy cannot be guaranteed. The opinions and views expressed do not necessarily reflect the opinions or views of OSSTF, or District 25.