

OSSTF D25
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OTTAWA, ON
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SSP News



Fall 2015

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A message from the President

Welcome to the 2015-16 school year.

I would like to send a special welcome to all of our new EA and ECE hires. The Student Support Professionals (SSP) Bargaining Unit is the largest support staff unit in the OCDSB. We currently have over 1300 members.

This has been a difficult fall for everyone. For some of you this may be the first time that you have been involved in a legal strike and union sanctions. Thank you to everyone for following our sanctions. It is some-

times confusing as our sanctions are different from the elementary teacher sanctions. We are asking you to follow those sanctions that were sent out the first week of October. You are making a difference.

Issues between co-workers need to be resolved quickly so that it does not have a negative impact on the work environment. If you are experiencing problems with a teacher, EA, ECE or other staff that you work with, please contact either Jean or myself and we can help resolve the issue.

If you have any questions, please contact Jean Trant or myself. We are happy to answer your questions or any concerns that you may have.

Cheryl Cavell
SSP President

Getting to know your Union

Did you know that there are 35 districts that OSSTF represents across Ontario. In District 25 Ottawa-Carleton there are 7 different bargaining units.

They are:

TBU—Teachers Bargaining Unit
OTBU—Occasional Teachers Bargaining Unit

SSP—Student Support Professionals (EAs and ECEs)

ESP—Educational Support Professionals (Office Admins., Library technicians etc.)

PSSP—Professional Student Service Personnel (SLP, Social Workers, Psychologists etc.)

PSSU—Plant Support Staff Unit (Custodians)

PECCS—Professional Educators and Child Care Staff (members working in LINC, ESL programs etc.).

You work with many of these people every day. It is important to remember that as support staff we are navigating through the same challenges and we should be there for each other.

SSP Executive 2015-2016

President:
Cheryl Cavell

Chief Negotiator:
Jean Trant

1st VP:
Donna Hewitt

2nd VP:
Claudia Deigan-Garby

Treasurer:
Natasha Baines

Secretary:
Amanda Stansfield

Communications Officer:
Cody Campbell

Executive Officers:
Kim Thompson & Ghada Alwani

Your Union, Your Bargaining Unit

Are you interested in learning more about our Union and the SSP Bargaining Unit? Would you like to become more involved? We have various committees that are always looking for volunteers:

CBC (Collective Bargaining Committee) - The CBC is the committee that provides input, discusses and prepares the brief for negotiations. The Table Team is selected from this group. For more information, contact Jean Trant.

Educational Services Committee - This is the wonderful group of volunteers who plan and organize the February PD Day. There are many tasks required to make our day successful. Contact Joanne Clarke (joanne.clarke@ocdsb.ca) to become part of her team.

SSP Awards Committee - An annual award is presented to an outstanding EA and ECE. The committee determines the criteria and the selection of the award winner. Contact Kim Thompson (kim.thompson@ocdsb.ca) for more information.

Workplace Reps - Each worksite has a rep that is the liaison between our members in the schools and the Executive. Training is provided. If your school does not have a rep, please consider taking on this role. Contact Jean Trant for more information (jean.trant@ocdsb.ca)

DPAC (District Political Action Committee) - This committee is open to all D25 members. If you are interested in local or provincial politics and what you as an OSSTF member can do, please come out to a meeting. PAC is involved in the Labour Day parade, Pride Parade, municipal and provincial elections. Donna Hewitt or Cheryl can provide more information and dates.

District SW/HR Committee - District has a combined Status of Women and Human Rights Committee. This is open to any member from D25.

Your OSSTF Membership Card

For all questions and services regarding your OSSTF Membership Card, please contact the Membership Services Department of OSSTF directly, by telephone: 1-800-267-7867.

Your OSSTF membership card is also your ticket to great savings with Edvantage. To have a look at all the possibilities click on the following website: <http://www.edvantage.ca/english/main-e.asp>

Edvantage Discount Program OSSTF, in conjunction with OTIP/RAEO, provides members with a value-added program offering discounts on purchases at some major suppliers. Your OSSTF membership card is also your Edvantage membership card. Additional Edvantage cards can be requested online for spouses or for children over 18. OTIP/RAEO has put safeguards in place to ensure that the partner companies involved in this program are socially and ethically responsible organizations. See www.edvantage.ca for more details on this program.



**Did you have
an Edvantage
Card?**

What you should know - Form 733s

A Workplace Violence Reporting form or form 733 is used when any employee has had an interaction with a student that is either threatening violence or is violent towards the staff member. This includes pushing, pulling, kicking, spitting, biting, pinching, hair pulling, intimidation or verbal threats. It is important to include the following information on the form

Student's initials-This allows us to track and identify student's violent behaviour on a regular basis. It is also helpful when a student moves from one school to another as their behaviour can continue to be monitored.

To be reviewed by Joint Health & Safety-If the student continues to exhibit these behaviours (even with a Safety plan or consequences) check off Yes. The Violence Sub-Committee will then review it to see if they can provide assistance.

Signature-Please sign the form after your Principal gives back the form and indicates the steps taken to prevent a recurrence completed
Forms are available in your office or through your Workplace Rep.



CBC Members at the
CUPE Rally



The CPL for R.E.C.E.s

Many of the RECE members are probably already aware of the Continuous Professional Learning program being offered from the College of Early Childhood Educators.

The purpose of this program is to encourage RECEs to reflect on their strengths and build on things that may be more challenging.

You can access this program through the College's website .

At this time the program is not mandatory. When the college was contacted they indicated that while the program is not mandatory yet, a bill was passed last year and received royal ascent which would make this a requirement for all members of the

College of Early Childhood Educators.



New member? New School?

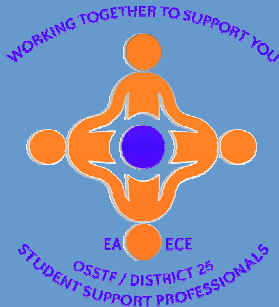
Are you a new SSP member? Are you a casual EA or RECE? Have you moved to a new school this year? If you answered yes to any of these questions be sure to e-mail Jean Trant to let her know where you are.

If you have not already done so, be sure to send her your personal e-mail address to receive updates from the provincial office. These updates can also be viewed on the members only section of the OSSTF website.

To contact Jean e-mail:
jean.trant@ocdsb.ca



1st VP Political Action
Officer Donna Hewitt
at the CUPE rally



OSSTF DISTRICT 25
SSP BARGAINING UNIT

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OTTAWA, ON
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613-729-7211
FAX: 613-729-8565


We're on the web
<http://www.d25.osstf.ca/>

Contest

Answer the questions below and you will be entered to win a \$15 Tim Card.

1. Who should you contact if you are a new member or have moved schools?
2. Who can provide you with a Form 733?
3. How many districts are there in the OSSTF?
4. How many bargaining units are there in District 25?
5. What is the name of the program being offered to R.E.C.E.s from the College of ECEs?

Send your responses to cody.campbell@d25.osstf.ca



OTIP RAO.

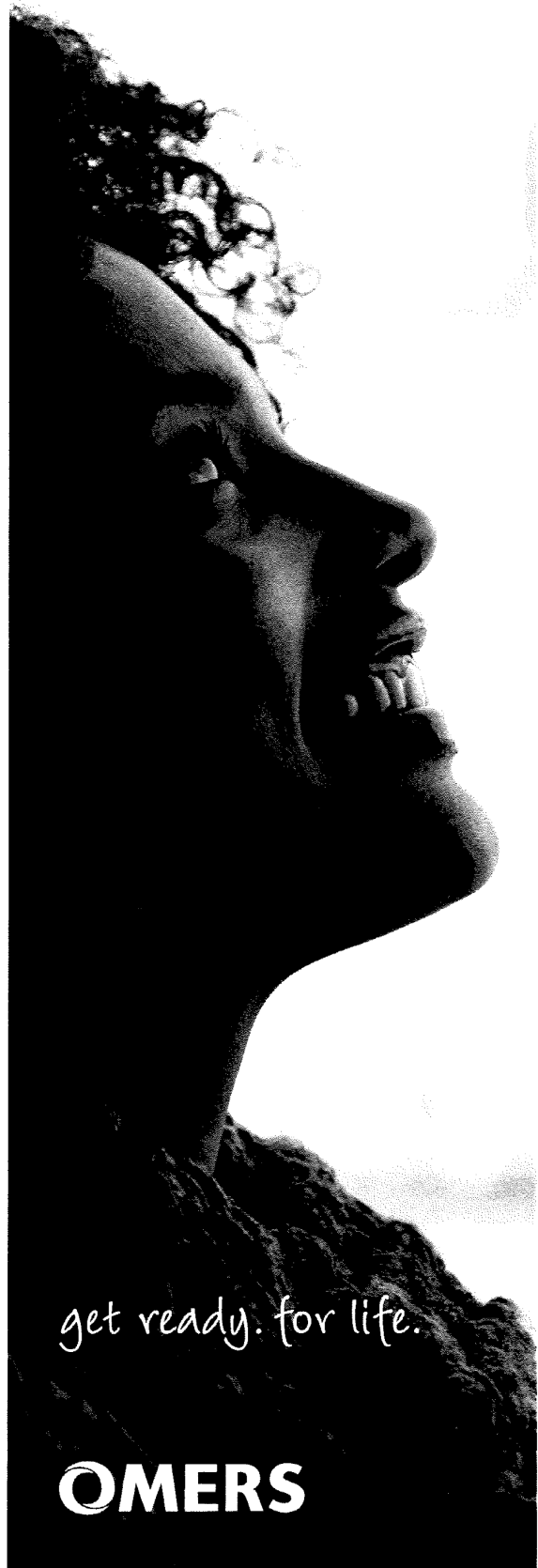
Enter the **Give me 5** contest today for your chance to **WIN \$5,000** in CASH and one of five \$50 VISA gift cards!

OTIP recognizes your commitment to the education community and we would like to express our appreciation by giving you the chance to WIN \$5,000 in CASH! In addition, you also have the chance to win one of five \$50 VISA gift cards.

Visit otip.com/winOSSTF to enter today!

OTIP is a proud partner of **Edvantage**

Enter at www.otip.com/winOSSTF or call 1-800-267-6647. No purchase necessary. Open to active and retired education employees residing in the Province of Ontario, 18 years of age or older. A minimum of 1 renewal date or a retirement date required to qualify. Contestants enter once, maximum 4 ballots. Odds of winning depend on total entries received. Grand prize is \$5,000, with additional \$50 Visa gift cards awarded throughout contest period. Contest closes May 31, 2016. Ball testing question must be answered correctly. Contestants agree to be contacted by an OTIP representative. Go to www.otip.com/Give-Me-5-Details for all contest rules.



Almost **1** in every **20** people
employed in Ontario
is an OMERS member

Previous employment or another
part-time job with an OMERS
employer could help you become
eligible to **be an OMERS member**

Membership in the OMERS Primary Pension Plan (OMERS Plan) is voluntary for your position. This is established by your employer's policy. Once you work a specific number of hours or earn a specific amount for two consecutive calendar years*, you are eligible to join and your current OMERS employer(s) will offer you membership in the OMERS Plan.

IMPORTANT

It's up to you to inform your employer of employment with another OMERS employer. If you don't, only work with your current employer will be considered when determining your eligibility for membership in the OMERS Plan. For a list of OMERS employers, visit **omers.com/employerlisting**.

Contact your employer for more details:

get ready. for life.

OMERS

If you're looking for the peace of mind of lifetime income and survivor benefits, membership in the OMERS pension could be for you. OMERS benefits also include a bridge benefit for members who retire before 65, inflation protection and disability benefits.

* You must work at least 700 hours or earn at least 35% of the Canada Pension Plan (CPP) earnings limit at one or more OMERS employers.

omers.com