



SSP News

VOLUME 1, ISSUE 1

DECEMBER, 2014

OSSTF D25
STUDENT SUPPORT
PROFESSIONALS

2014-2016 SSP EXECUTIVE

- Cheryl Cavell—
President
- Jean Trant—Chief
Negotiator
- Donna Hewitt—1st
VP
- Claudia Deigan—
2nd VP
- Natasha Baines—
Treasurer
- Amanda Stans-
field—Secretary
- Cody Campbell—
Communications
Officer
- Joanne Clarke—Ed.
Services Officer
- Kim Thompson—
Executive Officer
- Ghada Al-Wani—
Executive Officer

From Our President

Welcome to the 2014-15 school year. I hope that you enjoyed your summer and that school started smoothly this year.

I would like to personally welcome our new ECEs and EAs. As of September, our Bargaining Unit has grown to more than 1200 members. Full day kindergarten is now in all elementary schools across the province. Due to the Extended Day Program, we have the largest number of ECE members within OSSTF.

For those of you who are new this year to the OCDSB, you are a member of the Student Support Professionals Bargaining Unit (SSP). Ontario Secondary School Teachers Federation (OSSTF) is our Union and we are one of the seven bargaining units in District 25. The TBU (teachers), OT (occasional secondary teachers), ESP (office, clerical and technical), PSSP (psychologists, social workers, speech pathologists), PSSU (custodial, maintenance), PECCS (ESL instructors and child care minders) and of course the SSP (EAs and ECEs).

Thank you to everyone who took the time out of their busy schedules to attend the District Meeting or to vote at our office. I am proud to say that our Bargaining Unit had the largest turn out. This upcoming year is likely to be challenging for all of us. As Bill 122 is implemented and the negotiation process begins, we will all need to stand together and support one another.

Our Collective Bargaining team led by our Chief Negotiator, Jean Trant, will strive to negotiate the best local agreement possible. If you have suggestions or are interested in serving on this committee, please contact Jean directly.

On a daily basis, we hear from our members regarding the lack of Casual Replacements. HR is trying to hire more ECEs and EAs, but there doesn't ever seem to be enough. This is an ongoing issue that is discussed regularly at Labour Management meetings with the Board. Easy Connect is the call-out system our Board uses. We would like to hear from our Casuals as to the effectiveness of Easy Connect.

There seems to be an increase in the number of diabetic students in our schools. If you are working with a diabetic student, you must be trained by a Health Care Professional prior to being involved in blood sugar testing, or any other procedure involving an insulin pump. We are not allowed to give insulin injections.

With full day kindergarten, toileting has become an issue. Both the EA and ECE job description includes it as a job task. In the event that a kinder student requires assistance, it is the ECE's responsibility unless an EA is assigned to that particular student during the day. EAs cannot be called from their regular assignments to toilet a kinder. If a student (not Spec Ed) is not toilet trained or has accidents on a frequent basis, there should be a meeting with the ECE, teacher, Principal and parents to discuss the issue.

If you have any questions or concerns or if something just doesn't "seem right", please give Jean Trant or myself a call. We are also willing to come to your school to answer your questions and concerns.

Cheryl Cavell
President SSP

Update from our Chief Negotiator

As we begin a new year we are very much aware that there are changes happening and not all of them seasonal

We are having a **two tier** bargaining this round as Bill 122 established a new process. The first round is done **centrally** and the provincial team will be bargaining for all support staff in the province on issues that will for the most part have a financial impact. These usually include pay increases, benefits and maternity.

Once the central table issues have been decided upon we can then start our **local** negotiations. Here we will be bargaining for things that are of issue to us locally. If anyone has anything that they would like to see put into the brief please let me know and our CBC will set up a time for you to come to present to us.

I am pleased to announce that we have a full Collective Bargaining Committee. It is made up of EAs from both secondary and elementary schools, IEAs and ECEs from core and the Extended Day Program.

Thank you to all who have agreed to be a SSP site representative. You are very valuable to Cheryl and I and we really appreciate you taking on this valuable job. Your help in keeping us in the loop as to the SSP movement in your worksite helps tremendously. We have just finished 3 evenings of training, one here at the office, one at Metcalfe PS and at Fallingbrook Community ES. Thanks again to all who came out to hear what is expected and to get informed on where we are in the bargaining situation.

There are some things that the SSP members should keep in mind:

The home based email addresses you provided will be used as we progress into negotiations in the early winter. Some providers will not accept bulk mail so if you could add jean.trant@d25.osstf.ca to your contact lists it would be most appreciated. This will save the bounce backs and me from having to figure out who's not receiving the notices from the Province.

Continually check in to: <http://www.d25.osstf.ca/> for the latest information. This is our District web site and is continually updated with information regarding upcoming district events as well it provides a link to the provincial web site.

As we quickly slide into the winter season I trust that things are going well at your work sites. If you have any questions, issues etc please don't hesitate to contact the office and Cheryl or I will be more than happy to assist you in any way we can.

Jean Trant
Chief Negotiator

The Bowey Circling Dragons



The Bowey Circling Dragons are made up of a group of vibrant individuals all with the commonality of having worked at Clifford Bowey School, a school for children and young adults with developmental disabilities.

For the past 4 years Clifford Bowey has participated in the Ottawa Dragon Boat Festival. In the past we have explored many different fundraising options to support our team. Last year we received the Community Outreach Grant from the OSSTF thanks to the help of Cheryl Cavell and Jean Trant.

With this money we were able to buy new team shirts, food for the race weekend and extra practices that we would not have been able to afford.

Thanks to these extra practices, funded by the grant, we won first place in the Women's "C" division 100m and 200m races. We also achieved a team best in the 500m race.

Thank you again to the OSSTF, Cheryl Cavell and Jean Trant for all of your help.

Dawn McIvor and Kristin Harrison

"To catch the reader's attention, place an interesting sentence or quote from the story here."

Your OSSTF Edvantage Membership Card

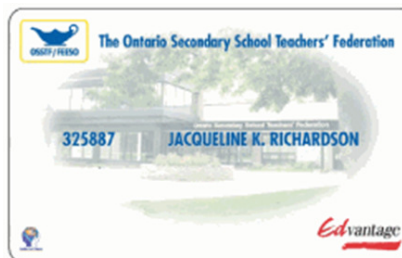
Did you know that all members of OSSTF have a membership number? You can find your number on the OSSTF Edvantage card.

This card will provide you with access to the "Members Only" section of the OSSTF website. You will also need a password to access the site which would be included with the member card you received in the mail.

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

This card will also provide you with access to a variety of discounts from many different places including Goodlife Fit-

ness, Apple, and the Ottawa Senators. Check out www.edvantage.ca for more!



Reminder: Hours of Work

EAs- 7 hours plus a 40 minute unpaid lunch plus 2 fifteen minute breaks

ECEs-7 hours plus a 30 minute unpaid lunch plus 2 fifteen minute breaks

or

3.5 hours plus 15 minute break

Terms and Casuals are also expected to work these hours.

A maximum of 44 hours per week can be worked. Please consider this if you are asked or wish to work extra shifts in the EDP.





OSSTF D25

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Did you read our newsletter? If you answer all 3 questions you can enter to win a \$15 gift card from Tim Hortons!

- 1) What group launched Together Fairness Works?**
- 2) What was the name of the grant the Bowey Dragons received?**
- 3) How many bargaining units are part of District 25?**

****Email your answers to
cody.campbell@d25.osstf.ca**

Together Fairness Works



My name is Christine Rowe and I have been an EA for 25 years. I currently work at A. Lorne Cassidy E.S. in Stittsville.

Last year, in December 2013 I attended a one-day workshop to learn about "Together Fairness Works" and to become a first "engager" for TFW.

Together Fairness Works is the catch phrase being used by the Canadian Labour Congress for the initiative that they have undertaken to promote positive feelings and interactions with unions and their members. The CLC uses the phrase Together Fairness Works because most Canadians believe that fairness is good and that unions, in general are good and promote fairness.

You may already have seen the commercials that the CLC has put out to promote the ideas. It's the one with the little popsicles that people are holding up with messages printed on them. Some of the messages in this series of commercials are: Support a Safe Workplace, Parental Leave is Fair, Support Decent Pensions, Vacation Time is Fair, and Diversity is Fair.

Our biggest strength as a union is our members, especially positive ones. We need to have a few more "engagers" trained at additional sites. We already have trained about four engagers and will soon be training more. Some of these engagers have already been contacted by Jean or Cheryl. What does an engager do? An engager will receive a lovely t-shirt with Together Fairness Works on it and will make a pledge to wear it at work and in the community. You will also generally speak positively about your union and will be someone that people at your workplace can feel they could talk to about union issues. Please contact me by Gem or by my personal email(christinerowe@rogers.com) if you feel that you would be interested in becoming an engager in your workplace or if you would like more information.

Fall Events



Labour Day Parade 2014

Volunteer Opportunities

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 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 Cheryl 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 one, please consider it.

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.

More Photos from Events



ECE Orientation Week



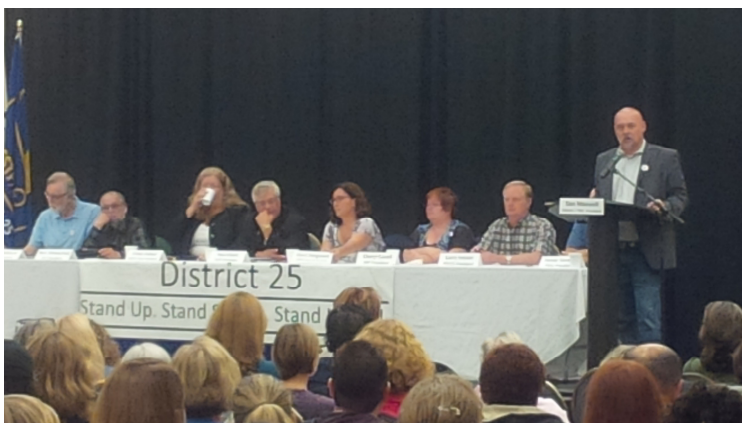
ECE Orientation Week



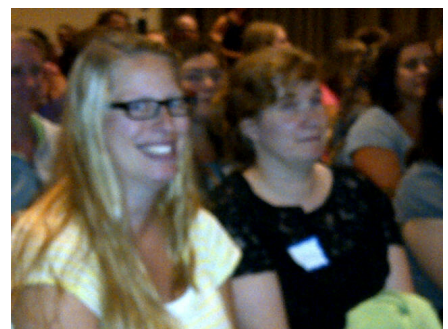
District All-Member Meeting



District All-Member Meeting



District All-Member Meeting



ECE Orientation Week