

Durham Newsletter



YEAR END 2008 Edition

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**Check out our
Provincial website
at:**

www.apssp.org

***This has recently
been updated!***

***Durham now has
it's own email
address:
durham@apssp.org***

Contact Us

President:

John Dougan

Vice President:

Diane Mullane

Grievance:

Deanna Lindsey

Public Relations: Stacy
How

Communications: Joyce
Thompson

Secretary:

Kristen Adamcewicz

Treasurer:

Claudette Stokes

Negotiations:

Nancy Bottrell

Collective Agreement Highlights

- **Article 21:03 Change of Category**

Any increase in salary by reason of improved qualifications shall be effective for salary purposes September 1st in the calendar year in which proof of documentation is registered at the Human Resources Department. It is the responsibility of the employee to bring to the attention of the H. R. Dept. any improvements or changes for salary purposes.

- **Article 14:05 Job Postings**

An employee may request that the regular hours of work be changed from full-time to part-time by submitting a request to the Superintendent of Education-Student Services. In the event that the Employer approves the change in hours of work, the Employer will provide written confirmation of the change in hours of work to the employee, with a copy to the President of the Association. The reduction in hours of work shall be for no longer than one year although the Superintendent has the discretion to renew the part-time work schedule on a year to year basis, at the request of the employee and with notice to the President of the Association.

- **Article 22:03 Duration of Agreement**

During negotiations on any proposal, renewal or revision of this agreement, the agreement in the form in which it may be at the commencement of such negotiations shall remain in full force and effect until satisfactory settlement of such negotiations has been reached or until the conciliation procedure provided under the Ontario Labour Relations Act has been exhausted, whichever occurs first.

UPCOMING EVENTS

- **Local AGM will be held on May 29, 2008 at Kedron Dells Golf Course beginning at 4:30pm**
- **Last day of work is June 27th! YAHOO!!!!!**

Members News

CONGRATULATIONS!

- Sara Schlein on her recent wedding. Sara and her new hubby honeymooned in Thailand for 2 weeks!
- Val Morgan on her great time in the Boston Marathon
- Amanda Scott on her baby that is due in the fall
- Claudette Stokes and family who are expecting baby #3 on June 27th—Great way to take the last day off Claudette!
- Wayne Cain on the Catholic Educator's Award for the Alternative program
- Nicola Dunning on the Catholic Educator's Award for Student Services.
- Sandra Torcoletti who is the mother of the Groom this summer!

VACATIONS!

- Deanna Lindsay is off to Greece in July!
- Joyce and family are off to New Jersey for a family reunion then off to Lake Placid with some University buddies!
- Nancy Botrell who is venturing off to the East Coast!

Executive Updates

PRESIDENT'S MESSAGE:

APSSP Durham Chapter Executive continues to be active in addressing the needs of our membership. This year saw multiple changes to the how and where of APSSP. Even with the tension and stress associated with these changes APSSP members have risen to the challenge and have shown our professionalism and our determination. The September move, changes in CYC role, and changes to mileage policy have been a few of the **hot** issues affecting our membership this year. Other issues relate to grievance, duty to accommodate, work load issues, work place injury, occupational health and safety, communication, and preparation for negotiation.

I must stress that it is only with the commitment of a strong APSSP executive that we are able to work together to address issues that impact our whole membership. I want to express my appreciation to Stacy How, Claudette Stokes, Nancy Bottrell, Diane Mullane, Deanna Lindsey, Joyce Thompson, Kristin Adamcewicz, and Nicola Dunning for their work on the APSSP executive throughout the 07/08 work year.

Throughout the past year I have continued to participate as your representative in Provincial meetings, Governing Council meetings, Union Head meetings, and various Board meetings and functions. It is important to keep APSSP's profile high. I have also been committed to working with Administration in a respectful and professional manner. While I have met with differences in opinion and challenges to perspective, I have also been met with a willingness to listen, to dialogue, and to accommodate.

As an executive we are most effective when the membership communicates openly with us. I thank you for the communication and I look forward to more in the future as I represent you.

In closing, I wish everyone a safe and rejuvenating summer holiday. It will be a much deserved break for everyone.

John Dougan
President, Durham APSSP

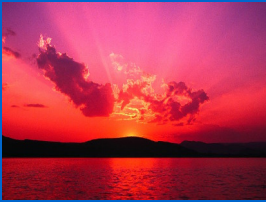
COMMUNICATIONS REPORT:

The Communications Committee is meeting for the final time this year on June 3rd. We will be discussing a few items at the AGM and welcome any questions or concerns from members.

Respectfully, Joyce Thompson

OFF TO THE COTTAGE

- Stacy How and family
- Kathy McCarthy and family
- Joanne Matheson-Walker and family
- Dianne Mullane and family
- Carla and John Dougan and family



PUPPY NEWS:

This year we have many members with new additions to the family, so a big welcome to all our new puppy owners!

- Carla Baetz who is the new mommy to Ceri.
- Kathy Henderson new mommy to Gracie
- Shar Mercier new mommy to Snoopy
- Lana Woytowich new mommy to Molly



APSSP Provincial Bargaining Update

Prior to the last round of negotiations, the Ministry of Education (MOE) met with teacher unions to determine such things as pay increase, class sizes and prep. time. The issues settled on at these meetings were put in place province-wide for those union groups.

In December 2007, APSSP learned that the MOE intended to extend the provincial framework process to include the unions representing educational support workers, specifically CUPE and OSSTF. **Provincial bargaining ensures that most monetary issues are settled at the provincial level and that the MOE guarantees that these funds are transferred to the Boards of Education to cover the settlement.**

The Provincial Executive felt that APSSP should also be included in this process. They contacted the MOE, by letter and in person, to get APSSP a seat at the table. It was not an easy task but in the end they achieved a place at the talks and were able to involve other small unions representing support workers as well.

During the Provincial Bargaining Framework discussions, APSSP was represented by Dan Milne, VP External Affairs (a new APSSP position) and Larry Robbins, APSSP consultant. In addition, Georgia Steinhart (President), Glenn Webster (VP Negotiations), Joe O'Connor, Julie Mazzuca-Peters, Tim Jenkins and Rick Townsend participated behind the scenes to provide references and consultation during the meetings.

APSSP Bargaining Items:

Prior to the Provincial Bargaining, in separate meetings, Governing Council and the chapter Negotiation and Grievance representatives discussed potential issues for discussion. The initial list was as follows:

- Wage increases consistent with offers to teacher unions
- Rectify salary gaps across Ontario school boards
- Address difficulties filling vacancies
- Ensuring that monies tagged for enhanced staffing are used appropriately
- Provincial mandate for partnerships agreements with communities agencies (minimum standards)
- Benefits for employees who choose to work past age 65

At this time APSSP has signed an agreement with the Ministry of Education. We have been asked by the Provincial not to share the specific details with our membership as the process is still on-going.

**SUPERCITIES WALK
FOR MS -- APRIL 13,
2008**

- The “Walkers & Talkers” (many of whom you’ll recognize) successfully completed the Bowmanville 10k walk and raised a staggering \$3090:00. This is our 3rd year walking as a team and we plan to walk again next year. Mark April 19/09 on your calendars, new ‘walkers’ are welcomed and a fun day is guaranteed.



The bargaining committee and APSSP Executive feel that it is a good settlement for our members across the province. In addition, the Ministry of Education now knows who APSSP is and was very impressed with our participation during the bargaining process. We not only have a secured financial settlement but were able to raise our profile with the Ministry, other unions and trustees.

The Provincial committee will be updating chapter Presidents and Negotiations VPs during a conference call on May 26, 2008 to review the issues further. We will provide further details as they come available.

What does this mean for local negotiations?

The Negotiations committee has met on a number of occasions. We have reviewed other APSSP contracts and Durham Catholic contracts and sent out a survey of our membership. From that information, we put together a list of issues for bargaining. We met on May 22, 2008 with Larry Robbins to review the provincial settlement and solidify our list.

There are still a number of items that we will try to address. We will be submitting our letter of intent to bargain to the Board on June 3, 2008. We hope that the bargaining process will take place in the early Fall.

Negotiations is a sensitive process, therefore I have not written specifics in my report. More specific details will be shared at the AGM on May 29, 2008.

Submitted by:
Nancy Bottrell
VP Negotiations

- If you have any concerns about the contract as it reads now, or if you have suggestions for improvements, please send this information to Nancy.
- One on-going issue is Professional Development funds. Please let Nancy know if you have requested to attend a conference and been denied the time and/or funds to attend (send a copy of the request).

PUBLIC RELATIONS:

This is my last newsletter and year as the PR rep. I would like to thank my committee “the 2 Sandra’s” and hope that the new PR rep enjoys the position as much as I have.

Respectfully, Stacy How

**BOSTON MARATHON
CHAMPION:**



As we end the school year we ask that you keep all those that have experienced a loss or illness in your prayers. It has been another year of losses and illnesses for many of our members and we extend our prayers, sympathies and thoughts to all.

**HAVE A SAFE AND
WONDERFUL
SUMMER!!!**

BOSTON MARATHON CHAMPION!

Val Morgan is our champion! This year for Val participated in the Marathon and raised money for our schools breakfast programs. Here is Val's rendition of her run:

It was a beautiful weekend in Boston, the blossoms were out on all of the trees and people were sunning themselves at the outdoor cafes on Boylston Street (where the finish line is located and the grandstands are set up along the road). A far cry from last year when gale force winds and rain threatened to cancel the race for the first time in 111 years! On Monday April 28 (Patriot's Day), the day of the marathon, the forecast called for rain but instead turned out to be another sunny day - with the disadvantage of 86% humidity. At every water station I passed I grabbed 3 cups of water - one to pour over my head, one to throw on my back and one to throw at my chest. Needless to say, the pictures taken along the course of the runners featured me looking like a drowned rat! My IPOD shorted out with a few miles to go from all of the water thrown at it I suppose.

Like most painful experiences, the beauty is only seen in retrospect. This was my ninth marathon and it was such a lift to have thousands of people lining the course, shouting encouragement to the runners. Most of the time long distance running is a pretty lonely experience but Boston most certainly is not!

The series of four hills which actually comprise what people refer to as "Heartbreak Hill" (brutally situated at mile 20 of the 26.6 mile course) was paved with screaming onlookers three deep, coaxing runners to keep going. Several universities are located along the route (Wellesley College, Boston College) and the students are out in full force providing enthusiastic support.

I had hoped for a time under 4 hours but completed it in 4:08. I am not a fast runner - imagine, the elite runners are finishing almost 2 hours faster than my pace!! Thankfully I have already qualified to return next year by virtue of my 3:52 time at the Toronto marathon last fall.

My fundraising efforts for the breakfast programs in our schools has been a huge success and it is my intention to fundraise again next year for this great cause.

Thank you to everyone who has supported my efforts!

Val

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