



Association of Professional Student Services Personnel

Halton Catholic Chapter Executive Update Report Fall/Winter 2019



Your Halton Catholic Chapter Executive Committee

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Message from the President

Seasons Greetings APSSP members,

I have heard from many members that this school year has been fast paced and busy in our schools. The work that we do is important, valuable and demanding. To continue to provide high quality service to the system, we must ensure that we do our best to take care of ourselves. Self care matters.

As you know, all Collective Agreements in the education sector expired on Saturday, August 31, 2019. For the last number of years, our Collective Agreement has been negotiated in two parts: wages, benefits, sick leave and other monetary matters are negotiated provincially between three parties: APSSP and our EWAO-ATEO alliance, the trustee associations (which represent school boards), and the crown (provincial government that provides funding). Items related to local working conditions are bargained locally between individual APSSP chapters and their respective school boards.

Message from the President Continued

We received an email from Provincial on Tuesday, December 10, 2019 which notified the membership that APSSP, with its EWAO-ATEO partners, reached an agreement in principle with the CTA/Crown. We will now move toward local bargaining and a survey will be sent out in January to canvass the membership about the issues that are important to you. Please take the time to complete the survey.

The Christmas season is upon us and it can be a time to reflect on the blessings of 2019. On behalf of the executive team, I would like to wish you a safe and happy Christmas break and a wonderful New Year!

Jane Acheson
APSSP Halton Catholic President

Negotiations

Collective Agreements for many unions across the education sector, including our own, expired on Saturday, August 31, 2019. Our 2014-2017 Collective Agreement and 2017-2019 Extension Agreement were negotiated in two parts: benefits funding, sick leave, wage increases, and other monetary items were negotiated at the Provincial (Central) bargaining table as part of a coalition of unions known as the Education Workers' Alliance of Ontario (EWAO-ATEO); whereas, seniority, leaves, professional development, and other items related to local working conditions were negotiated at respective local school board bargaining tables.

In October, several members of the APSSP Halton Catholic Chapter Executive Committee attended a weekend-long intensive Negotiations Workshop, presented by Stitt Feld Handy Group, to help prepare for upcoming negotiations at the local school board level. One major takeaway from this training was that we are negotiating all the time - even if we do not realize it - with colleagues, students, parents, and even our own families and friends. Anytime we engage in a conversation to try to reach an agreement or resolve a conflict, it is a form of negotiation. Some of the keys to effective negotiation include:

- being proactive instead of reactive (establish your framework before heading into negotiations and be clear about what you want);
- using objective criteria to establish legitimate goals (facts, policies, procedures, etc. which provide a basis for your position);
- understanding that a win-win outcome is often better than win-lose or lose-lose (the other side is more likely to agree to terms where there is also some benefit to them);
- being a good listener (not just to the words that are spoken, but also to body language, non-verbal cues, etc.) and understanding how to react to negative behaviours;
- having an awareness of our own triggers (emotional/value-based) so we can control our reactions; and, most importantly;
- establishing a **Best Alternative To a Negotiated Agreement (BATNA)**, which is a course of action that does not require the consent of the other side.

Negotiations Continued

As you know from our Provincial negotiations updates, central bargaining is currently underway, and the scope for central bargaining has been set. In the near future, you will receive a survey from your Local Chapter Negotiations Committee seeking your input for setting local bargaining priorities. Please look for this survey in your personal/APSSP emails and be sure to check your junk/spam folders regularly for both local and Provincial negotiations updates. You can also view past and future Provincial negotiations updates through the member section of the APSSP website (www.apssp.org) under the bargaining tab. If Provincial bargaining should hit an impasse, it would become necessary for the EWAO-ATEO to seek your support, via a strike vote, before considering any job action. Having a strong strike mandate can enhance the union alliance's effectiveness in the bargaining process because it shows that we are serious about our proposals, and that we are prepared to mobilize to support them. Having a strong strike mandate does not automatically mean that we would go on strike.

Your Local Chapter Negotiations Committee

Behaviour Analysts	Melanie Goulet
Child & Youth Counsellors	Traci Wright
Communicative Disorders Assistants	Angela Cooke
Librarians	Paul Scordino (Chief Negotiator)
Psycho-Educational Consultants	T.B.D.
Social Workers	Jane Acheson
Speech-Language Pathologists	Robin Bryant

Bill 124, Protecting a Sustainable Public Sector for Future Generations Act, 2019

The Ontario Provincial government, under Premier Doug Ford, passed *Bill 124* into legislature on November 7, 2019. This bill limits salary increases for public sector employees, including unionized and non-unionized school board employees, to one per cent for each 12-month period. Specifically, Article 10(1) of *Bill 124* states:

No collective agreement or arbitration award may provide for an increase in a salary rate applicable to a position or class of positions during the applicable moderation period that is greater than one per cent for each 12-month period of the moderation period, but they may provide for increases that are lower.

This salary cap does not affect movement up union salary grids based on years of service. The bill also imposes caps on increases to other forms of compensation, such as benefits funding. According to CBC News, ETFO, AEFO, OECTA and OSSTF have all condemned Bill 124 and are preparing to challenge it in court.

References:

CBC News. (2019, November 7). Legislature passes Ford government's bill to cap public sector wage increases. Retrieved from <https://www.cbc.ca/news/canada/toronto/wage-increase-cap-1.5352372>

Legislative Assembly of Ontario. (2019, November 7). *Bill 124 (Chapter 12 of the Statutes of Ontario, 2019): An Act to implement moderation measures in respect of compensation in Ontario's public sector*. Retrieved from https://www.ola.org/sites/default/files/node-files/bill/document/pdf/2019/2019-11/b124ra_e.pdf

“When one realizes that life, even in the middle of so many contradictions, is a gift, that love is the source and the meaning of life, how can they withhold their urge to do good to another fellow being?” - Pope Francis, 2017

**“One can never have enough socks.”
- J.K. Rowling, Harry Potter and the
Philosopher’s Stone**

**“I am not afraid of storms, for I am
learning how to sail my ship.”
- Louisa May Alcott, Little Women**



**Wishing everyone a very Merry Holiday
Season and joyous start to the
new decade!**

PLEASE ADVISE MELISSA TROWSDALE OF ANY NEWS/ACCOMPLISHMENTS YOU WOULD LIKE SHARED IN THE APSSP NEWSLETTER WHICH IS PUBLISHED BIANNUALLY (FALL/WINTER & SPRING/SUMMER).

INFO CAN BE SENT TO MELISSA.TROWSDALE@APSSP.ORG AT ANY TIME OF THE YEAR.

ALSO, PLEASE LET US KNOW IF THERE IS A CHANGE TO YOUR EMAIL ADDRESS OR HOME ADDRESS TO ENSURE YOU ARE RECEIVING IMPORTANT APSSP INFO.