



Association of Professional Student Services Personnel

Durham Catholic Chapter
Executive Update Report
Fall 2019



Message from the President

Welcome back,

I hope you are enjoying a relaxed pace and gently easing your way back in to life at the board. I know we are all striving to provide the highest level of service to our students and families. APSSP plays an important role in supporting these efforts by ensuring that our workplace is safe and healthy, that fair pay and benefits are maintained. Collective Bargaining is the best way to secure these entitlements and achieve labour stability throughout the life of the agreement. Our contract expired in August 2019, but remains in effect until a new contract is negotiated. Governed by the School Boards Collective Bargaining Act (SBCBA), unions negotiate a central agreement with the province of Ontario and cover all issues that have a cost, including wages and benefits. Local agreements are negotiated with area school boards and cover issues related to individual workplaces such as seniority and working conditions. Provincial bargaining has started, but is moving slowly. Currently, Stacy How, our Negotiations VP is preparing for local discussions to begin, although a firm date has not been set.

Recent funding cuts to education suggest that the collective bargaining process may be a challenging endeavour. Negotiating a strong contract is best achieved when we all participate and speak with one voice. Member solidarity in this context is key to our bargaining power. I have attached an article for your review that may help explain total funding cuts to school boards and the political environment in which we will be negotiating our new contract.

<http://behindthenumbers.ca/2019/09/04/ontario-school-boards-map/>

I would like to highlight a few changes that have occurred since the AGM in June. In an effort to have all of the disciplines represented on the executive, Kim Sundal has stepped down as secretary and will now participate on the negotiations team. Diane De Vos will fill the secretary role and provide needed representation for psychological services members. Margaret Danda-Doust is replacing Amanda Scott, who was replacing Heather Babchuk on the Health and Safety Committee. APSSP is also in need of a representative for the Wellness Committee. Please let me know as soon as possible if you are interested. All changes will be voted on at our next General Membership Meeting. A sincere thanks to Kim, Diane, Margaret and Amanda for your flexibility and service to APSSP.

Deanna Lindsey
Durham Chapter President

Congratulations & Welcome!

Heather Babchuk is retiring!

Heather is our longest serving SLP, and at one point in her career was the only SLP working for DCDSB.

Heather graduated as a Speechie in 1987, and worked in her home province of Saskatchewan for a couple of years. In 1988 she moved to Ontario, and after a short stint at Grandview Children's Centre, in October 1989 she was hired by the Board and became the SLP department (fte 1). The rest is history...

As well as working as a Speech Path, throughout her career, Heather has been a very active member of APSSP, holding numerous positions on Executive, including President, and in recent years has been the Health and Safety representative. Heather is one of our members who endured the Strike of '99 and survived numerous APSSP October Education Weekends (what happens in Niagara, stays in Niagara).

Now it is time for Heather to close the world of work chapter of her life, and open a new chapter, where her mantra will be "I don't want to, you can't make me, I'm retired".

Heather is a woman of many interests and talents, so I think transitioning into retirement will not be too difficult. She golfs, cooks, gardens, is an avid sports fan, and has a tool belt and collection of power tools that is the envy of many Home Depot associates. I think November will be more of an adjustment for her husband Brian and golden girl Charlie, as their morning routine will have to accommodate one more person.

After 33 years of service, I think we all agree that Heather's retirement is well earned and well deserved. We wish you every happiness and a retirement that makes you think 'how did I ever have time to work?'. We will miss you Heather, but are so happy for you. Congratulations, may your memories of us be filled with laughter, "may the wind always be at your back and life give you more than you can ever eat" Slainté

Welcome!

A big warm welcome to Marianne Winchester to the CYC team. Marianne was the successful candidate for the temporary part time position that was posted. She comes to us with lots of great experience working in school boards, group homes and as well as a hospital setting.

Partnership Highlights:

Did you know that the DCDSB has a number of established partnerships with various community agencies and programs? Be sure to head over to the APSSP bulletin board (garden level between the photocopiers) or the board's website for more information <http://www.dcdsb.ca/en/parents/Partnership-Agreements.aspx>

DID YOU KNOW?

As members of APSSP, we have access to the Edvantage card benefits, which include savings on a wide variety of retailers and service, such as discounts for Great Wolf Lodge, home insurance, Goodlife Fitness memberships, car rentals, VIA rail tickets, Park n Fly and more! You can find more information on the APSSP website: <https://www.edvantage.ca/APSSP>
Our affiliate group is Durham Catholic District SB. The Edvantage number is your employee number.

IMPORTANT REMINDERS

Compensatory Time:

Please ensure that you are getting approval from your supervisor before working beyond your regular work day if requested. There have been instances where the extra time was not approved and the employee was denied the request to accumulate the time as compensatory.

As per our collective agreement: "Employees will be required to complete the Compensatory Time Approval Form in advance of the system initiative. Compensatory time allocation will be considered and/or approved in advance of the commitment to the system initiative. Accumulated time must be taken within ten (10) months of acquiring the time. The utilization of compensatory time will be approved by the manager or superintendent at a mutually agreeable date and with due consideration to the impact on students and operational needs of the department and/or schools. Any time not taken within this time period will be lost and not considered for payout."

Normal hours of work shall be 8:00 a.m. to 4:00 p.m. or 8:30 a.m. to 4:30 p.m., Monday through Friday inclusive with a one-hour unpaid lunch period each day

Office Time: Make sure you take your allocated office time (it does not need to be done in the office) as per CA 20:03 (b)

Cell Phone Reimbursement: CYC members to put in allocation for cell phone reimbursement- \$200 as per CA 19:03

The APSSP bulletin board is located in the main hallway at the garden level. Here you will find important information such as an updated seniority list and other various forms you may need (i.e. claim forms).

ARE YOU ON A COMMITTEE?

Many of our members sit on various committees throughout the school board. If you are representing APSSP on a Committee, or are unsure who you are representing at the table (discipline or union) please speak with Deanna Lindsay or Diane de Vos ASAP

We are looking for an APSSP member to sit on the Health and Wellness Committee and the Mental Health Steering Committee. If you are interested, please speak with Deanna as it is a Union position.

Your DCDSB APSSP Executive Committee



President:

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Grievance:

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Treasurer:

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Governing Council:

Joyce Thompson/Sandra Rennie
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Negotiations:

Stacy How
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Our next Executive Meeting is on Wednesday, November 13, 2019. If you have any questions or concerns, please let one of us know and we will bring it forward at the meeting!

Here is the link to our Collective Agreement (CA) for members to access:

<https://mydcdsb.ca/staff/hr/Employee%20Labour%20Relations/APSSP%202014-2017%20FINAL.pdf>

