



PROVINCIAL NEWSLETTER

From the Editor:

I would like to welcome everyone back for the school year 2009 - 2010. It is sure to be another busy year for APSSP and its members. Our format for the newsletter has changed slightly with the executive members sharing information on areas within their portfolios of interest to the members. We hope you find this helpful and informative.

You will notice that we have a new Executive this year. Sadly we say goodbye to Georgia Steinhart (president) and Rick Townsend (treasurer). Thank you for all your hard work over the last few years. *continued >*

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APSSP Provincial Executive

- | | |
|----------------------------------|-------------------|
| ▶ President | Kathi Page |
| ▶ Treasurer | Tim Jenkins |
| ▶ Secretary | Marieke Favrod |
| ▶ VP Negotiations | Glenn Webster |
| ▶ VP Public Relations | Kathy Miles |
| ▶ VP External Affairs | Dan Milne |
| ▶ VP Grievance
& Constitution | Carmela Diano |
| ▶ Past President | Georgia Steinhart |

Provincial Chapter Members

- | | |
|-----------------------------------|-------------------------------|
| ▶ Bruce-Grey Catholic District | ▶ Niagara District |
| ▶ Dufferin-Peel Catholic District | ▶ St. Clair Catholic District |
| ▶ Durham Catholic District | ▶ Toronto Catholic District |
| ▶ Halton Catholic District | ▶ Waterloo Catholic District |
| ▶ London District Catholic | |

President's Letter

Kathi Page

I wish to welcome everyone back for another year. It has been a busy time since the May AGM as we have continued our involvement with Ministry of Education, attending consultation meetings, and working on our own initiatives in strategic planning looking towards future directions.

While I have long been involved in APSSP in many capacities, I am looking forward to my new role as President and the opportunity to work on some very important issues for us as a union and in the field of education in Ontario.

Our first major initiative was to hold a two-day meeting at the end of June including members of the provincial executive, reference team, and chief negotiators. The first goal was to debrief around our experiences with the new provincial framework negotiations, the successful aspects and to identify needs and issues for future sessions. As always, we identified the importance and requirement for access to professional expertise through our circle of consultants and lawyers.



We felt, on the whole, that the provincial process benefitted APSSP and provided an opportunity to deal with issues of staffing, money, and new educational policies. Our contribution at the table through the work of Dan Milne (VP External Affairs) with the help of the reference team of members and consultants, has resulted in a new role in cooperation with other unions and increased credibility of our group as well as consultation with the Ministry of Education.

Vice-President Public Relations

Kathy Miles, *continued from page 1*

We are pleased that Georgia will remain with us on the executive as Past President sharing her invaluable experience. We welcome Kathi Page as our new president and Tim Jenkins as our new Treasurer. Both have served previously on the Provincial Executive and are glad to be back in their current roles.

As our membership has significantly grown this year I would like to welcome all new members to APSSP and encourage you to get involved with your local chapter.

Our annual Planning-Education weekend will be held on October 24 and 25 in Niagara Falls. At this time I will distribute the welcome packages and pamphlets for your chapters. This is also a great opportunity to bring forward any ideas for this year that you have for your own chapters. I will also assist P.R. reps in their role and ensure that they have the necessary P.R. items available to them. I look forward to seeing everyone there.



APSSP Headed Towards Another Surplus Budget

Tim Jenkins, Treasurer

For the 10th. consecutive year APSSP is headed towards a budgetary surplus, according to Provincial Treasurer Tim Jenkins. This has been achieved with a dues structure that at 1% of gross income is amongst the lowest in the educational sector.

In the last round of negotiations APSSP was successful in negotiating 4 year agreements for all chapters that included significant wage increases as well as staffing and benefit enhancements. While providing members the stability of a 4 year agreement this also gives our Provincial and Chapter executive's stability in enabling them to project future revenue.

APSSP currently has a significant surplus for the 2009 budgetary year. This is primarily as a result of savings in the category of consultant fees as APSSP has not been engaged in

collective bargaining in 2009. It is anticipated that considerable savings will also be realized in 2010 and 2011 in this category.

Provincial Treasurer, Tim Jenkins will be presenting the 2010 budget to the Provincial executive in December and then to Governing Council in January 2010. In the meantime, Chapter Treasurer's will be meeting at the October educational weekend. They will have an opportunity to network and bring forth suggestions and ideas to the Provincial Treasurer.

APSSP provides significant local autonomy and a generous dues rebate to its 9 chapters. In addition, APSSP supports chapters and members by offering support and training opportunities, as well as access to legal services, benefits and professional union



consultants. APSSP has also had a voice with the Ministry Of Education as recently demonstrated by leadership in Provincial bargaining and inclusion in the Support Workers Advisory Group or SWAG.

While we move forward towards a new year, a new budget, new challenges and the next round of collective bargaining in 2012, Tim Jenkins reports that APSSP is in a strong financial position and able to meet the challenges ahead of us.

Dufferin Peel Catholic Chapter Welcomes New Members - Valerie Lothian, Child & Youth Worker

Like most of the APSSP chapters Dufferin Peel anticipated a number of new members this academic year with announced retirements and of course the negotiated staffing enhancement. As a result the local executive had discussions related to how best to introduce new members to APSSP and the benefits of membership.

The outcome of local discussions was the development of an information bookmark that will include information about APSSP, the benefits that come with membership, and contact phone numbers for executive members. In fact a decision was made that not only new members but all members could make use of the bookmark. It will in fact be attached to the first local executive up-date report.

The bookmark has been designed and formatted to allow it to be up-dated on an annual basis to reflect changes in the executive and additional information that needs to be added from time to time. It

is anticipated that the membership will find the bookmark to be a user friendly tool.

Local chapter executive members Janis Stewardson and Edward Sutherland Ward took the lead on this project. As well as the information postcard for new and experienced members the local executive is planning other outreach opportunities specifically for new members this Fall.

APSSP welcomes submissions and articles from local chapters and members. If you have any news that may be of interest to your fellow members, please contact Kathy Miles at: vppublicrelations@apssp.org



APSSP Annual General Meeting

Marieke Favrod, *Provincial Secretary*

More than 100 members from eight of the nine APSSP chapters attended the APSSP Annual General Meeting, which was held at the Capital Banquet Hall in Mississauga on May 14th. The evening

was a great success, thanks in part to the high spirits of the attendees, and to the careful planning and preparation undertaken by Kathy Miles, APSSP Provincial's Vice-President of Public Relations.

The banquet hall was abuzz with the conversation and laughter of colleagues enjoying cocktails and hors d'oeuvres before dinner. Following a delicious meal, keynote speaker Rosario Marchese (Member of Provincial Parliament for the riding of Trinity-Spadina and the NDP Critic for Education, Training, Colleges and Universities, Housing and Disabilities) presented an interesting critique of the current state of affairs in public education in Ontario.

The evening was also an opportunity to thank those members who have made an exceptional contribution to APSSP at the local and/or provincial level. This year, we paid tribute to Member-of-the-Year Joe O'Connor, for the dedication he has demonstrated during his many years of work as the Vice-President of Negotiations for the London Chapter and as the former Vice-President of Negotiations for APSSP Provincial. Gladys Cook (Halton Chapter), Karen Gilmour-Barrett (Toronto Chapter) and Kathy Ladzik (Waterloo Chapter) were also nominated for an honourable mention by their respective chapters.

Part of the evening was also devoted to important agenda items, including proposed changes to the APSSP Constitution and elections to fill several positions on the Provincial Executive. Kathi Page was voted in as the new President of APSSP Provincial, and Tim Jenkins was elected to the position of Treasurer. Glenn Webster and Dan Milne were re-elected to the positions of Vice-President Negotiations and Vice-President External Affairs, respectively.

A pleasant and entertaining evening was had by all, even those who did not go home with one of the many fabulous door prizes that were given out throughout the evening! APSSP would like to thank all of the members who took time to participate in this year's Annual General Meeting. We invite you to mark the date of next year's AGM, which will be held on May 20, 2010, on your calendars. We hope to see you there!

Photos by Jim Steinhart of TravelPhotoBase.com





Joint Task Group on Workplace Violence

Carmela Diano, Vice President – Grievance & Constitution

Back in October 2008, many groups were asked to provide feedback on the proposed changes to the Occupational Health & Safety Act (OHSA) which would enhance protection for workers against workplace violence and workplace harassment. APSSP was able to provide feedback at that time as part of the consultation process. This is now referred to as Bill 168. Bill 168 was introduced on April 20, 2009.

One of the agreements of the PDT was to

establish a joint task group around violence in the workplace. Since that time, the Ministry has convened the Joint Task Group on Workplace Violence and APSSP was invited to participate in this group. The purpose of the group is to examine the issues around workplace violence in schools. It will also review exemplary policies and procedures, pertinent legislation, appropriate training, and the role of Joint Health & Safety Committees. This Committee is sharing the information with the Ministry of Labour.



I look forward to continuing to represent APSSP members in this group and to ensuring that we all have safe and healthy workplaces.

The times, they are a changing...

Glenn Webster, *Vice President Negotiations*

We are currently in the second year of the 4 year accord negotiated predominantly at the provincial table last November and in addition to local talks. As you know from various articles, APSSP now has a provincial voice. You will see in our treasurer's report that we are also healthy financially. What does province wide bargaining, a solid provincial presence and a healthy financial position mean?

I believe we have moved forward considerably in our attitudes, abilities and experiences. We are a more mature organization, due in part to the challenges of PDT (Provincial Discussion Table), which was imposed upon us, and we had to catch up to speed very quickly. We did. APSSP had just added an External Affairs portfolio to its executive. With excellent timing, Dan Milne quickly moved to increase APSSP's profile and credibility with the Ministry of Education and liaise especially with OSSTF in areas of mutual interest. Dan and Georgia, with support from the Toronto school board Chair and Director of Education, were able to get us a seat at the negotiating

table. It is likely that future negotiations will again have a significant provincial component and we must continue to develop and refine our provincial vision.

Through difficulties with the Toronto LTD plan, we acquired a new consultant who advises us on benefits, Rob Crofts, and who now administers the Toronto chapter's self run LTD plan. Rob has already done a comparison of APSSP benefits, examined the gaps and will be assisting us with the next phase of provincial PDT follow up on benefit enhancements. We are using our consultants more effectively and efficiently. Larry continues to assist us in grievances and at the negotiations table. Leon Brumer was helpful in analyzing monies around staff enhancements (which at the time of writing seems to have gone well predominantly with some still unresolved issues. Kate Hughes gave us a well received legal opinion recently which would seem to be of great benefit to several members. Mary Hart has indicated that she is available to APSSP as needed. We have an experienced and varied



group of consultants and we will use them appropriately according to our needs and their talents.

We have worked hard but this is not the time to be complacent either. We are sound financially and must examine options which will be presented and discussed at Governing Council. As members of local chapter and provincial executives and as members of governing council, we have a fiduciary duty to all APSSP members to look after the affairs of APSSP to the best of our ability. We need to continue to seek more forums in addition to Governing Council and the education weekend to formulate the vision and mission of APSSP. The last thing we want is "full speed ahead, destination unknown"

APSSP Gives Input at Ministry Advisory Table

Dan Milne, *Vice President External Affairs*

As a result of the last round of negotiations and the work of the Provincial Discussion Table the Ministry of Education agreed to meet on a regular basis with the significant stakeholders in education to further discuss issues left unresolved at negotiations, and provide a forum to give input and direction on Ministry initiatives. APSSP was invited to provide a representative to this committee. Dan Milne, in his role as provincial vice president of external affairs, is the voice of APSSP on this provincial committee.

This committee is known as the SWAG (Support Worker Advisory Committee) and has met on 4 occasions to this point in time. Six additional meetings are scheduled through to the end of this present academic year. These meetings are hosted in Toronto by the ministry with release time covered by the ministry as negotiated in all APSSP local collective agreements.

Dan Milne has reported that SWAG is providing a wonderful opportunity to further the evolution of our disciplines as school specialists and the work of our members within the education sector. The PPM's (Policy/Program memorandums) that flow from the Ministry are presented in draft form to the SWAG committee. APSSP has provided the ministry with response papers to all the initiatives that have come to the SWAG. Most recently PPM 144 and PPM 145, memorandums flowing from the government changes to Bill 157 (Safe Schools) were discussed at this committee. APSSP input lead to some



changes to the language of the PPM.

As well as the main SWAG committee a number of sub-committees have formed to move forward on additional initiatives. Kathi Page, provincial president, will represent APSSP on a sub committee that will focus on amending the Education Act to include our disciplines as well as educational assistants.

Issues discussed to date this year at the SWAG include the impact of H1N1 on our schools and our membership, and the potential impact of declining enrolment on critical programs and services for students.

APSSP Prepares for Province-wide Partnership Protocol –**Dan Milne**, *Vice President External Affairs*

One of the key issues for APSSP at the provincial bargaining table was the need to develop some coherent and consistent language and practices when school boards choose to partner with community agencies.

Concern has grown over the years amongst APSSP professionals that school boards have often entered into partnerships with agencies in a haphazard and inconsistent manner that has placed our members as well as our students at some risk. In listening to APSSP's concern the Ministry expressed its interest in moving forward with this issue as they are hoping to further develop partnerships with the community agency sector. The result has been the development of a PPM (Policy/Program Memorandum) which will shortly be in the hands of our school boards. APSSP provided significant input and direction to the Ministry in the development of this new protocol.

The policy memorandum will clearly state that each school board must have a local partnership protocol in place shortly and additionally to have it available publicly on the Board website. This memorandum will articulate the minimum standards that must be in place in each local Board protocol. A key component is that any partnership that is entered into must respect the local collective agreement and that the ongoing monitoring of the partnership includes local APSSP members.

Once the policy memorandum is issued Provincial APSSP will bring together key members of each chapter to review the protocol and prepare for the development of local protocols.



Building Dreams

Fernando Costa

Halton Catholic District APSSP Chapter

In the spring of 2009, eighteen students and I had the pleasure of visiting the mountainous village of Malhoma, Dominican Republic. This mission trip provided stable shelter for those who had lost their homes due to natural disasters. Many of the homes in the area are made of nothing more than nailed down tin cans and sheet scrap metal which are easily destroyed by flooding.

The students of Assumption High School in Burlington, Ontario have visited this region for the last four years and built six homes. The ability to make a difference in this manner has been most rewarding.

However, in the end it is the students and staff who are changed in a most positive way. They are able to break down cultural and language barriers and build strong relationships with the villagers especially the children.

Many, for the first time were able to appreciate the small pleasures that we take for granted in our own homes; running water, electricity, and a phone have greater meaning to us all.

This year eighteen more students and staff will travel to the same village to build two more homes and many more relationships. Wish us all a safe trip and remember to enjoy life's small pleasures.



Upcoming Meetings:

Governing Council Meetings

- ▶ Sunday October 25, 2009
- ▶ Sunday January 23, 2010
(snow date Sunday Jan. 30, 2010)
- ▶ Sunday April 17, 2010

Provincial Executive Meetings

- ▶ November 3, 2009
- ▶ December 1, 2009
- ▶ January 5, 2010
- ▶ February 2, 2010
- ▶ March 2, 2010
- ▶ April 6, 2010
- ▶ May 4, 2010

GRIEVANCE OFFICERS MEETING

- ▶ To Be Determined

ANNUAL GENERAL MEETING

- ▶ Thursday May 20, 2010

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