



# PROVINCIAL NEWSLETTER

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## Provincial Chapter Members

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



## APSSP Provincial Executive

▶ President	Kathi Page
▶ Treasurer	Tim Jenkins
▶ Secretary	Andrea Benjamin Coke
▶ VP Negotiations	Dan Milne
▶ VP Public Relations	Kathy Miles
▶ VP External Affairs	Joe O'Connor
▶ VP Grievance & Constitution	Marieke Favrod

# President's Corner:

Kathi Page, President, APSSP

I wish to welcome Joe O'Connor to the provincial executive in the role of External Affairs and to congratulate Dan Milne, who has moved into the Chief Negotiator's role. Their long service and experience in APSSP and in their professions will be invaluable in dealing with the upcoming challenges. I also wish to acknowledge and thank Glenn Webster, past Chief Negotiator, for his significant contributions at the provincial level but note that he is still active in his own chapter as President, and will continue to share his expertise through Governing Council. Marieke Favrod, Andrea Coke, Kathy Miles and Tim Jenkins continue in their roles on the provincial executive and deserve recognition for their excellent contributions and on-going commitment to APSSP.

By the time you receive this newsletter, the Ontario provincial election will be over, and we will begin to get a clearer idea of the political reality prior to entering into negotiations.

All teaching and non-teaching unions in the education sector in Ontario will be preparing for their next round of contract discussions as our current collective agreements will expire August 31, 2012. We began a strategic planning process several years ago to review our strengths and concerns, and have noted how contract language has affected decisions in our school boards. We have encouraged our three professional consultants, Larry Robbins, Mary Hart, and Sam Marino, to reflect on areas that have caused us difficulty in the past or require more specific and clear language in the future.

In the past year, we have worked with Mary Hart to develop capacity and expertise

in our chapter executives in dealing with grievances and problem solving disputes. The interpretation and defense of our contracts and members is a key union function, especially between negotiations.

Hasting Prince Edward completed their first collective agreement in June but continues to experience growing pains in developing a working relationship with their board. We also welcomed the Parenting and Family Literacy Facilitators in Toronto through a successful arbitration. Members of the Provincial Executive attended a welcoming reception for them in the spring. They had many questions and we look forward to great energy and participation in the future.

**"In-school support service personnel provide invaluable and value-added contributions daily so that the children can develop to the best of their potential both academically and emotionally."**

There has been continuing involvement with ministry committees, especially SWAG, and efforts were made to put forth recommendations to include support services in the education act. Integrating new government initiatives around provision of mental health services and enforcement of PPM 149 will continue to be a challenge to protect our members and their work but still move forward on improving services for students and families. Chapters have continued to deal with issues from the PDT around staffing and benefit enhancements with a mixture of successes and frustrations. There have been grievances and arbitrations this year, as well as the successful use of mediators to assist with resolution of many

longstanding issues. Executive members have steadily increased their knowledge and expertise in dealing with union and staffing concerns. Provincial executive members have also gone out to Niagara and Durham to meet with the local chapter executives to discuss specific concerns and grievances, and to assist with planning follow-up work.

We are still pursuing our efforts to professionalize our image and to develop our organizational structure. There has been ongoing monitoring of real estate options for an office but we have not found anything appropriate yet. Chapters have been encouraged to invest in technology and improve communication strategies, and we are working on updating our website. Attendance and genuine engagement at workshops and governing council has been excellent.

Finally, I want to thank my dedicated and talented provincial executive for their excellent work last year. It is a pleasure to work with committed colleagues with a passion for their work. Thank you as well to Governing Council and all of the chapter executives for their ongoing involvement on behalf of their colleagues. As always, we are challenged to demonstrate to our school boards that in-school support service personnel provide invaluable and value-added contributions daily so that the children can develop to the best of their potential both academically and emotionally. We are present every day in our schools and have the opportunity to develop relationships with continuity and accountability, which provides us a unique chance to make a difference for children and youth, and their families.

# Collective Bargaining Corner

**M** Throughout the province, APSSP chapters are starting their engines in preparation for the next round of collective bargaining. The Association is well aware that while we are unable to control external events that might impact bargaining, we are able to control our own internal union process. As a result, it is important that the union take the appropriate steps to prepare.

Dan Milne, the new vice president of negotiations for Provincial APSSP, has indicated that all Chapters have elected/assigned their local chief negotiator and have begun the work of putting together a local team that is representative and meets local constitution guidelines. A few chapter teams have met and have begun to identify collective agreement language that needs to be added or strengthened. This process will involve input from the membership and the local executive. The provincial association will

support local negotiations through on-going sharing of information, and opportunities for meetings and training.

While local chapters commence the work of negotiations at the local level, the provincial arm of the Association is preparing for a likelihood of province wide negotiations. APSSP is beginning to identify the provincial priorities for provincial negotiations. This could involve stronger language on issues such as job security, contracting out, partnership protocols, severance language, wage equalization, as well as ensuring salary and benefit improvements that will match our partners in the education sector.

APSSP is in the unique position of negotiating specifically for the interests of professional student service staff. The Association continues to be the union that represents a significant number of professional support staff across the province including the majority of

unionized professional student service staff in Catholic Boards. The province would be wise to ensure that our voice has a place at the provincial table.

Joe O'Connor, the newly elected vice president of external affairs has vast experience in negotiations and in fact was a key player as a member of the APSSP provincial reference team during the last round of collective bargaining. As well as the expertise Joe will bring we will also be supported by our three professional consultants, Mary Hart, Larry Robbins and Sam Marino.

It should be of comfort for our membership that the leadership of this union is experienced and focused as we move forward. The Association has carefully and methodically set aside funds to support this round of bargaining and come to the aid of specific chapters should they need additional resources as we move forward.

## Remembering Roberto Jankowski-Alfonso

**Marianne LoPresti**, Psychological Associate, Toronto Chapter

**A** Roberto Jankowski-Alfonso died suddenly on March 14th of this year while on vacation in Cuba. At 45 years of age, Roberto was in the prime of his life and career. He was married to Yaliet Rodriguez Pacheco, had a 2 year old boy and another child on the way.

His graduate training was in counselling and he worked with children and teens in his school practice. At the time of his death, he was entering his year of supervised practise to register with the College of Psychologists of Ontario.

His death was a shock to TCDSB Student Services and the Psychology Department in particular. He was well respected and loved by his colleagues and friends at TCDSB, and the school staff and students with whom he worked. As a means of honouring him, an education fund was started for his children. We will miss Roberto greatly and his family remains in our thoughts and prayers.



# APSSP Annual General Meeting

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Our A.G.M. was held on May 19, 2011 at the Mississauga Grand Banquet Hall . It was wonderful to see the 97 members who attended. There was a great energy in the room and I hope the evening was enjoyed by everyone. Our 3 consultants, Larry Robbins, Mary Hart, and Sam Marino were able to join us and were introduced to everyone.

The Provincial Member of the Year was Steve McLaughlin of the Halton Chapter. Kathi Page, President of APSSP, presented the award to Steve and thanked him for his contributions to APSSP over the years at the local and provincial level.

Also during the evening , Honorary Mentions were given to the following members by their local executive members for their hard work and dedication throughout the past year: Kathy Ladzik from Waterloo, Suzanne Pellarin from London, Anabela Carneiro from Toronto and Fernando Costa from Halton.

Elections were held for the following positions: President, Treasurer, V.P. Negotiations and V.P. External Affairs. Kathi Page was returned as Provincial President and Tim Jenkins will continue his position as Provincial Treasurer . Dan Milne was nominated for V.P. Negotiations and accepted this new position. He replaced Glenn Webster who held this position for 4 years. Joe O'Connor was nominated for V.P. External Affairs and accepted this position. Congradulations to both of you.

Next year's A.G.M. will be Thursday May 17, 2012 at the Mississauga Grand Banquet Hall. So mark your calendars, we look forward to another great evening.







# Changes in SLP Services

APSSP members are encouraged to be vigilant about the recent changes to Speech and Language services in their schools. SLP services in the province are overseen by three ministries. This fragmented service provision can lead to service gaps for children, confusion for families, redundancies, and delays in receiving services. This past June, the ministries of Children and Youth Services, Education and Health and Long-Term Care sought proposals from community agencies and District School Boards to implement integrated speech and language services for students. A tri-ministry expression of interest letter was sent to various stakeholders seeking proposals to implement up to eight speech and language demonstration sites. In submitting their proposals, agencies and District School Boards were instructed to adhere to their existing legislative and regulatory requirements. However, no specific mention of honouring collective agreements or provincial and/or local Partnership Protocols was made.

Most schools boards across Ontario submitted a proposal or teamed up with co-terminus boards, preschool speech and language services and treatment centres to submit joint proposals. Seven communities were approved as demonstration sites including London, Niagara and Toronto. Each site (with different site managers) will implement varying models to improve speech and language services in their community. The site manager for London is the Public School Board and a Children's Treatment Centre will lead the project in Niagara. The Toronto Catholic Board was awarded as site manager for the Toronto area proposal.

Players from community agencies and groups have shown that they are more than ready to enter the schools and offer the services we provide. APSSP Chapters, whether they are directly part of this project or not, need to be vigilant. Meet with your Board and ask direct questions. 'How will this project affect APSSP speech and language staff in our school board? Will these demonstration sites follow PPM 149 if outside providers are involved in working with students? Will our Partnership Protocols be honoured?' Attend SEAC meetings. Refer to Barriers To Learning (by Debra. S. Lean and Vincent A. Colucci) who present a compelling case for professional student support services that are school-based. Closely monitor what is taking place in your Board as this project unfolds. The different outcomes from each site will be evaluated by the tri-ministries and used to help inform how professional student services are delivered in our schools. APSSP has a strong voice. We are our best advocates!

# Has there Been a Change in Your Employment Status? What You Need to Know!

**APSSP** members lead busy lives! And in times of change and stress, it can become even more challenging for us to balance the multiple demands and responsibilities we face. It is all too easy to forget or neglect details that might not seem important.

When you make a decision that affects your employment status, you are likely to be in just such a time of change and/or stress. However, a change in employment status is likely to affect your pension and benefits, and it is **vital** to be fully informed and to understand the steps you need to take to **protect these important assets**.

Employment status can change many times throughout our working years, and for a variety of reasons. Many people change employers one or more times in their careers. Some

employees decide to move from full-time to part-time status, or to return to full-time status after time spent as a part-time employee. Employees often take leaves of absence to further their education, work abroad, or raise a family. Sadly, some take leaves of absence due to illness. Any one of these changes is likely to affect pension and benefits. APSSP members are strongly advised to gather information from their employer **and** their plan in order to be fully aware and informed, and to do this **early** in the planning process.

## Some Common Scenarios:

When you return from a leave period, you may be able to “buy back” or purchase the period to add to your years of credited service. Members considering this must weigh the cost of the purchase against how much it will increase their pension, and are advised to know their options and to plan in advance.

Disability benefits are another important feature of many plans. In the event that you are unable to work, you may be eligible for a disability pension or a disability waiver of contribution benefit. Some plans require that the employee continue to pay premiums in order to accrue pension credit. It is important to be fully aware of the details of your plan.

The pension that you earn with an employer is yours to keep should you accept employment elsewhere. Most plans offer a variety of options when you are deciding what to do with the pension you’ve built. You might be able to keep your pension in the original plan until you retire, transfer the value to another registered pension plan, or transfer the value of your pension to an RRSP. Employees need to understand their options in order to make an informed decision.

Whenever there is a change in your employment circumstances – taking a leave, going from full to part-time, resigning or retiring from your position; it is essential to be fully informed as to the impact on your pension and benefits, and the options that are available to you. Sources of information include your plan and your employer; you may also wish to consult an independent financial advisor. APSSP strongly encourages all members to:

- Read and retain information about your pension and benefits (e.g. Member Handbook, Plan Overview) – this information is usually readily available online;
- Read and retain all correspondence from your pension plan, so that you are aware of any changes;
- Review pay stubs carefully and regularly to ensure that appropriate deductions have been made; and
- Retain all pay stubs for your records.
- formulate plans that benefit both parties.

## Dufferin Peel Catholic Adds to APSSP Staff Complement

**A**dditional APSSP professionals will be available to serve at risk students in the Dufferin Peel Catholic District School Board as a result of the budget passed by trustees in June.

The Board has added one permanent position to align with the PDT collective agreement obligations of the staff enhancement language. This position was for a Senior Social Worker (a new position which is included in the bargaining unit).

In addition to the one permanent position, an additional 14 one-year contract positions are in place as a result of grant money that the Board has accessed. These positions are spread through the 4 disciplines in the APSSP chapter, with 10 child and youth workers, 1.5 psychology staff, 1.5 speech and language staff and 1 social worker.

In addition to the 15 positions, the chapter was pleased that the APSSP staffing attached to the Urban High School Grant will be maintained for the present academic year as a result of the grant being extended. No doubt the Dufferin Peel students who arrive at school with additional challenges will have an increased opportunity for success as a result of these enhancements.

# "Where are the Mental Health Dollars and Who are the Partners?" (PPM 149): Joe O'Connor, VP External

As we enter the final year of a four year collective agreement, we need to ask ourselves a few pertinent questions regarding children's mental health and the outcomes of PPM 149.

In regard to children's mental health, the Provincial government issued an all-party report which gained consensus with a four year strategy to address the gaps in children's mental health services. This report complements the Federal Mental Health Strategy which was completed three years ago by Senator Kirby. Both of these reports cite the dismal state of affairs in children's mental health services particularly in the areas of crisis services, residential services, after care, Native services and wait lists. The dollar amount attached to this Provincial initiative is \$350 million dollars over four years, with the first installment of approximately \$100 million dollars earmarked for 2011-2012. These dollars are to be spent on services that address the above mentioned high risk groups. Some of this funding has been attached to existing agency partnerships throughout the province, and some of these initiatives will have a direct impact on school boards and APSSP. This is due to PPM 149 which allows school boards to enter into

partnerships with community agencies, with the hope of offering unique services that may not be carried out or offered by PSSP/APSSP groups within the boards. For example, Native counseling services offered in Ojibway; Public Health services, or Probation services. Such service providers are not usually employed by school boards within the APSSP group, and their qualifications are unique and/or specialized. In these circumstances, it would be appropriate for school boards to consider partnerships with these community agencies. The purpose of these partnerships is not to contract out our services, or invite these partners to take over our services (by carrying out our job descriptions), which in turn would constructively dismiss the job descriptions that each of us is responsible for in carrying out our duties.

Our vigilance needs to begin with tracking every partnership within our school boards, and making sure they are not duplicating or replacing our services. If we fail to monitor this and bring this to the attention of a joint management and APSSP partnership committee, which still may need to be established in some boards, then we leave an opportunity for the erosion of our jobs, and possible future contracting out of our services.

Every member in every Chapter must be vigilant and become aware of all partnerships within their schools and boards. This information regarding community partners working within schools or boards, needs to immediately be reported to executive members, which will then be tracked by the Executive, and brought to the APSSP-Board Administration Partnership Review Committee. At this level the board must be in compliance with PPM 149, and adhere to the language which is part of all Chapters' Collective Agreements. We will be working with you over the next year to assist you in establishing an APSSP-Board Administrative Partnership Committee within each of your Chapters.

Over the next year, I will provide further updates regarding the SWAG Committee, along with other Provincial initiatives. Along with Dan Milne, (VP Negotiations), I will be part of the process of preparing and supporting the next round of bargaining for new collective agreements for each of our Chapters. It is our hope that these agreements will be successfully completed by the end of 2012. Thank you for your support and the privilege of serving you, the membership.

## APSSP Posts 11<sup>th</sup> Consecutive Surplus

For the 2010 fiscal year, APSSP has realized its 11th consecutive surplus. This has been achieved with a dues structure that, at 1% of gross income, is amongst the lowest in the education 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 allows Provincial and Chapter executives more predictability in projecting future revenue.

APSSP achieved a surplus of \$83,068.40 for the 2010 budget year. This was primarily due to savings in the category of Professional Expenses, as APSSP was not engaged in collective bargaining in 2010. We have realized increased costs in this category in 2011, as we have had the pleasure to

be engaged in negotiating the first collective agreement for Hastings Prince Edward County, as well as supporting chapters in various local issues. I anticipate that in 2011 we once again will realize a surplus.

Chapter Treasurers met at the October educational weekend and provided local input and budgetary suggestions. The 2011 budget was presented to the Provincial Executive in December 2010 and then adopted at Governing Council in January 2011. Incorporated was an increase in expense allowances, as well as an additional \$25,000 allocated for negotiations in 2012.

As reported at last year's AGM, we are still in the process of searching for provincial office space that is affordable and meets the criteria established by Governing Council.

# Remembering Nadine Mary MacDonald

**Ann Neysmith**, Social Worker, Toronto Chapter

Members of Toronto Chapter were saddened by news of the death of Nadine MacDonald on June 17, 2011. Nadine was a psychology associate with the Toronto Catholic District School Board and a much valued member of the psychology department. She was truly dedicated to her work and she worked collaboratively with others. Nadine connected well with the children and families she served. Since Nadine had previously worked as a teacher, her teaching experience helped her to further understand the difficulties some children were experiencing in class. She also had a good understanding of the challenges the teachers were facing in meeting the special needs of these children and she was helpful to them. Nadine especially focused on accessing resources for children with special needs.



Nadine died in her 59th year after a 15 year courageous engagement with breast cancer. She underwent numerous medical treatments and she was unable to work during most of this period. Although she regretted leaving her career, Nadine appreciated the many beautiful things in life that she was still able to enjoy. Nadine's husband, Peter Simone, was a tremendous support to her. Nadine's children, Adam and Laura, were very young when she was first diagnosed and she was especially grateful that she lived to see them grow up and mature. Nadine enjoyed volunteering at Wellspring, a support service for people living with cancer. She also loved participating in a book group with friends. Nadine continued to enjoy reading until shortly before her death.

Nadine was especially appreciative of the support she received from APSSP and for the flowers APPSP would send her at Christmas and at the end of the school year. However, after she had been away from work for three years, she asked that APSSP not send her flowers in June. Instead, she requested that the money be put towards sending a needy child to summer camp. APSSP Toronto Chapter has continued to honour this request. Nadine once remarked that if she were ever able to return to work, she would like to become involved in APSSP!

At the very end of her life, when she was in palliative care at Sunnybrook Hospital, Nadine expressed the wish to see some of the people with whom she had worked. It was a privilege to spend time with Nadine, her husband, Peter, and her family at the end of her journey. Nadine, you are a profile in courage! May you be at peace.

## Upcoming Meetings:

### Governing Council Meetings

NOTE: New Location for  
Governing Council Meetings  
Best Western Plus Cambridge Hotel  
730 Hespeler Road  
Cambridge, ON N3H 5L8

- ▶ Sat. Jan. 28, 2012  
(snow date Feb.4)
- ▶ Sat. April 14, 2012

### Provincial Executive Meetings

- ▶ October 4, 2011
- ▶ November 1, 2011
- ▶ December 6, 2011
- ▶ January 10, 2012
- ▶ February 7, 2012
- ▶ March 6, 2012
- ▶ April 3, 2012
- ▶ May 1, 2012
- ▶ June 5, 2012

### Annual General Meeting

- ▶ Thursday May 17, 2012

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