



## APSSP Dufferin-Peel April/May 2019 Update

There are several items to update at this time:

### Staffing

As part of the 2017 provincial extension agreement, Dufferin-Peel CDSB received funding for an additional 5 permanent APSSP positions (3 CYWs, 1 SW and 1 Psych). This funding has not been renewed and will end effective September 1, 2019. Although we expect that this, and all matters financial, will be discussed during provincial bargaining, currently available information requires the board to notify staff of any possible changes to employment conditions that may result. **As of the date of this update**, attrition through resignations and retirements will be sufficient to offset the loss of the 1.0 permanent position in psychology and most of the 1.0 position in social work. The 3.0 FTE in CYW will similarly be resolved through attrition. However, for the CYW group we expect a small number of surplus notices to be sent, requiring the redeployment to other families of schools of **no more than 3 CYW staff**. Affected staff will be notified by The Board by May 10, 2019.

Please be mindful that these changes are based solely on the limited direction the board has received from the ministry regarding support staff funding and not on any negotiations. Additional technical information on staffing (based on the Government's priorities), should be made available in the next few weeks. Funding for staffing levels and benefits will be the likely focus of provincial bargaining and we will report on that as more information becomes available.

### Health and Safety

Members are reminded to be mindful of the difference between "contact with student" and "violent act" when reviewing or filling out incident reports. The Ontario Health and Safety act definition:

- Workplace violence is defined in the OHSA as the exercise or attempted exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker, or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Workplace inspections – at this time onsite health and safety inspections continue to be an issue of discussion on the Health and Safety Committee. Members should consider possible liability of this position should it be posted. Feel free to contact your department representative if you have more questions.

### **Demographics Survey**

An email was sent out early in April, from the Provincial executive asking for some demographic information. One lucky person from DP who filled out the survey won a gas card! Thank you to those who have completed the brief survey. This information will help:

- The provincial negotiation team more accurately understand on whose behalf they are negotiating!
- The provincial negotiation team present information about our membership in order to negotiate better outcomes for APSSP within the context of the larger union of EWAO.
- More tailored options for special rates through third party companies (such as Edvantage).

Here is the link if you haven't had a chance yet...

<https://forms.office.com/Pages/ResponsePage.aspx?id=DQSIkWdsW0yxEjajBLZtrQAAAAAAAAAAANAAC4JOyFUREVXVzRIRjFNUjM3VEJPTVIFSVE0QUhTMC4u>

### **Provincial Registry**

Provincial and Local APSSP chapters have been working hard to update the provincial registration in order to communicate effectively with all our members. A BIG thank you to everyone who updated their information on the APSSP website. Dufferin-Peel is only 40 members shy of having all 259 members registered.

Here is the link if you need it:

[APSSP Membership Form](#)

### **APSSP email**

As we get closer to having everyone registered provincially, we also want to have everyone use

their [apssp.org](http://apssp.org) email! It is easy to forward your APSSP email to your personal email account! Go to: Settings (the cogwheel)-> on the righthand side of the page you will see “web mail” scroll down until you see “forward messages” and type in your personal email – all [apssp.org](http://apssp.org) messages will be forwarded AFTER you click “save” (at the top left). If you run into challenges with your email please let us know as we are still working out small glitches with the webpage developer.

### **Governing Council**

Governing Council continues to prepare for anticipated negotiations (the demographics survey is part of this!). At this time, there is nothing new to report. As we move closer to negotiations preparatory meetings and requests for issues from membership will occur. If there is something that you feel should be brought to the table speak to your union representative or make sure to fill out questionnaires that are sent via email. Every voice counts!

Did you know?

APSSP is on Facebook and Twitter?

[@APSSPUnion](https://twitter.com/APSSPUnion)

Your Dufferin-Peel APSSP executive:

President – Nadia Kerr; VP Negotiations – Kellie Donaher; Grievance – Janis

Stewardson; Treasurer -- Kristine Chandler; Public Relations – Anne Vuillet; Secretary – Sandra Lane