



## **APSSP Dufferin-Peel September 2019 Update**

We hope that you have all been able to settle into your schools relatively smoothly over the first weeks of school.

There are a few updates that the DP APSSP executive would like to share with you at this time.

### **Negotiations**

At the Provincial level, the parameters for what will be negotiated has been finalized, allowing local bargaining to begin. You should have received an update on provincial bargaining last week. Please contact me if you did not receive this update.

Watch for surveys and take the time to complete them!

Our bargaining is most successful when we are aware of issues from across all disciplines. APSSP works hard to ensure that the voice of all of our members is heard at the local negotiating table. We are in the early stages of preparation for local negotiations having elected a negotiating team in June. Please speak to your department representative if you have any questions or concerns about negotiations. We will continue to keep you updated as new information becomes available.

### **School Placements**

Each year there are changes in school assignments for many APSSP members. We all know that there are challenges associated with the current assignment process across all APSSP groups but particularly for the CYWs. This is an issue that APSSP is well aware of as we hear from a number of you each spring about issues with the process. We will continue to work to refine this assignment process through negotiations and joint consultation with the board. A fair, transparent process which recognizes skillset, employee requests and system needs, is in the interest of all parties and we will continue to work to ensure we have the best possible process in place.

### **Health and Safety**

APSSP receives a monthly summary of all GF 390 forms submitted to the Health & Safety Department. These forms are to be completed by the Supervisor/Designate and faxed to the benefits department within 24 hours. Often these forms are filled out in consultation with our members and members are required to receive a copy of what has been submitted.

The forms are as follows:

GF 390 – to be filled out when an employee has an accident or is injured in the workplace

GF 395 – to be filled out when an employee wants to report a hazard or hazardous situation

GF 044 – to be filled out when an employee participates physically restraining a student (goes in OSR)

The Health and Safety Committee is asking you to consider the following information:

- If you are included in the completion of a form and you feel the incident meets the OHSA definition of violence you should suggest that as an option.
- If you feel it was a violent incident and your supervisor/designate disagrees you are welcome to contact Kellie Donaher the APSSP representative on the Joint Health and Safety Committee.

Our goal is to have the reporting documentation accurately reflect the incidents that occur involving APSSP members. However, the report from June indicates there were 15 incidents reported as “contact with student” and 2 reported as “violence”. Of the 15 “contact with student” incidents NINE of them fall within the OHSA definition of violence and should have been recorded as violence.

**For your reference, the OHSA defines Workplace Violence as:**

- a. the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
- b. an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker;
- c. 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.

When making the decision to check contact with student or violence the OHSA makes it clear that:

- Violence can be a one-time occurrence or involve repeated behaviours over time such as hitting, kicking, and biting a worker that causes or could cause physical injury.
- A person does not need to have the capacity to understand that their behaviour could cause physical injury to a worker to be workplace violence under the OHSA.

**Seeking Advice?**

APSSP executive members are available to provide direction and answers to questions you may have that relate to your employment contract (collective agreement). Our mandate is to act in your best interests. This is not just limited to negotiating our contracts. Sometimes life throws you a curve ball and it is best practice to ask questions about options available to you. Each discipline has an APSSP representative – feel free to reach out to any one of us. We strongly encourage you to ask questions, confidentially, of your executive before asking administrators or managers.

### **Remembering Arlene Smerdon**

Sadly, on September 14<sup>th</sup> Arlene Smerdon passed away. Arlene was a Speech Language Pathologist at Dufferin-Peel for over 30 years. She served on the local APSSP executive and has been an active part of our organization over the span of her career. Arlene touched the lives of many professionals throughout the Dufferin-Peel community and her passing is deeply felt by those who knew her personally and professionally. Arlene worked in a multitude of roles during her tenure at Dufferin-Peel, however working with students on the ASD spectrum was close to her heart. A donation to Autism Ontario in Arlene's memory was made on behalf of all Dufferin-Peel APSSP members.

In solidarity,

Your APSSP executive