



## Message from Your President

*Dear APSSP Membership,*

*I am hoping you are all well with the return to school. While it has been wonderful to connect with friends and colleagues, I do know that things have continued to be stressful for many. Members, staff, students, and families continue to be impacted by the negative effects of COVID and the continued trend of uncertainty has been difficult to navigate.*

*This academic year, there were many changes in school assignments for APSSP special services, causing large disruptions for our members and having negative impacts on our most vulnerable students and families. APSSP wrote in a letter to advocate with a particular lens on equity to highlight the impact of these changes to TCDSB leadership and is committed to ensuring equal access to services for students.*

*The APSSP executive continues to meet virtually for our monthly meetings. We are sending monthly meeting invites to engage with our membership and collaboratively solve obstacles as they arise. As you are aware, provincial negotiations is underway and our own local negotiations process is starting. We welcome involvement with our members, whether it be through participation at meetings, committee work, or checking in with individuals on our executive. I particularly encourage engagement from underrepresented voices, such as BIPOC, those with visible and invisible disabilities, and LGBTQIA+ folks. Diverse voices are needed at both within the union and workplace.*

*Thank you for all the work that you do. Wishing you a safe and healthy fall.*

*Yours in solidarity,*  
**Veronica Barton**

*Toronto Chapter – President  
Provincial Executive – VP Negotiations*

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## APSSP Executive Members/Toronto Chapter September 2021 - September 2023

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## Welcome

*Welcome to all of our new and returning APSSP members! We wish you all the best for our 2022-2023 school year!!!! For new members to our APSSP chapter, make sure that you are aware of the following: If you have previous or related work experience, you can submit these through Human Resources for initial placement on the salary grid. Following your initial placement, you are moved to the next step on the salary grid at the commencement of the following academic year. Following 12-months of calendar service, should no issues be identified in your work performance, you are deemed a permanent staff and are moved to the seniority list. Thereafter, you and the Board begin making pension/OMERS contributions. Layoff and recall based on availability of work is made in order of seniority.*

*Any questions on this or any other issues, please reach out to one of your executives anytime,*





## Meet Your Executives

### CARYL-ANNE STORDY - VP OF LTD/BENEFITS



Caryl-Anne joined TCDSB in 2018 in the position of Psychoeducational Consultant for the Psychology department. Since then, she has worked in both elementary and secondary school providing counselling, interventions, professional development, and psychology assessments to both settings. Caryl-Anne joined APSSP's Executive team 3 ½ years ago starting in the position of Governing Council. She recently took the position of VP of Long-Term Disability and Benefits Coordinator a year ago. She has said that she is finding this work to be very insightful and rewarding. *"I have really enjoyed getting to know our membership through this position! Though I am still learning the intricacies of this position, I am happy that I get to work with such an amazing team to support our membership."*

### ISABELLE GIULIANI - TREASURER



I'm Isabelle Giuliani, a speech-language pathologist, who has been working in various roles at the board since 2000. To gain more knowledge about our union, I started occasionally attending APSSP monthly meetings. I became involved with the APSSP Executive five years ago as Benefits and LTD Coordinator. I subsequently became the Treasurer, and have been in this position for 1 1/2 years. In my free time, I enjoy baking, cake decorating and reading. I invite all APSSP members to join us at our monthly meetings so you too can gain a better understanding of what your union does.





## Provincial Weekend Education October 29/30, 2022

Members from the ten chapters of APSSP gathered for the APSSP Education Weekend in Waterloo. This is an annual event that provides an opportunity for members who sit on their chapter's Executive to learn about topics relative to their union work, to meet with others who share the same portfolio responsibilities, and to network with members from across the Province. We participated in a very engaging workshop led by labour lawyer Patricia Harewood, who is in-house counsel for the Public Service Alliance of Canada and specializes in human rights, termination and collective agreement interpretation matters, unfair labour practice complaints and negotiations. Her workshop focused on the intersection of race, labour law and the work of unions, and was grounded in recent decisions in the Canadian legal landscape. The workshop served as a timely reminder of the right to a workplace that is free from discrimination and harassment. This is enshrined both in the Ontario Human Rights Code, which requires employers to provide an environment free from discrimination, and the Occupational Health and Safety Act, which requires employers to investigate complaints of harassment. The clear call for labour unions is to be drivers of change in systems where racism and discrimination are embedded in ways that are sometimes obvious but often subtle. Ms. Harewood provided us with examples of how this might be achieved: through collective bargaining, by invigilating and insisting on the rights of workers that are enshrined in law and in our collective agreements, and by providing support to members who encounter racism, discrimination and oppression in the workplace.



Executive members at the day and evening events. APSSP Executive all had a wonderful time, and we were all very happy to have the event in person again this year.

Back Row: Marieke Favrod, Caryl-Anne Stordy, Isabelle Giuliani. Anne Landreville, Veronica Barton

Front Row: Joanne Mazzei. Maria Peixoto, Jodelyn Huang, Karen Crooks, Gabriella Zazzarino





## Benefits Information

Please see information regarding different types of leaves and what is required for each leave. **Note that there has been changes to OTIP health and dental benefits received during a 4 over 5 for our members. Make sure to speak with your Benefits Executive if you are considering this type of leave, to ensure you are well aware of what you will and will not receive while on your deferred leave.**

[https://docs.google.com/document/d/1G6c\\_CK-TP-Z4\\_vPJowFAAJz7rijdnlc0/edit?usp=sharing&oid=117378868815874421466&rtpof=true&sd=true](https://docs.google.com/document/d/1G6c_CK-TP-Z4_vPJowFAAJz7rijdnlc0/edit?usp=sharing&oid=117378868815874421466&rtpof=true&sd=true)

**REMINDER:** Please advise our secretary Jodelyn Huang of any changes to your email address or home address as this is also shared with Provincial APSSP to ensure that you receive all important communication both locally and Provincially. Also, we continue to welcome all “GOOD NEWS” stories and pictures as well as recipes etc. to share with our membership. Please send anytime to Karen Crooks/VP of Public relations at [ktrauz@hotmail.com](mailto:ktrauz@hotmail.com)

## Grievances

### What is a Grievance and why file grievance at all?

A grievance is a complaint by an employee or by a union concerning any aspect of the employment relationship. It is the recognized means of solving disputes over the interpretation of our Collective Agreement. Our Collective Agreement has been negotiated over many years and those bargained rights are protected.

Grievances can be filed by the union, by an individual member, or by a group of members, depending on the circumstances. Some of the most common types of grievances include:

- not following layoff or recall procedures as outlined in the Collective Agreement
- improper job posting
- not recognizing a member as a “permanent employee” after 12 months of being employed
- not enrolling members in the benefits (OTIP) program, the pension program (OMERS) or the Long-Term Disability program
- inappropriate placement on the salary grid
- not recognizing seniority rights
- inappropriate payroll deductions
- inappropriate terminations

It is important to grieve any violations of our rights by the employer. It is not advisable to allow the employer to incorrectly interpret our rights under the Collective Agreement – it can lead to acceptance of their interpretation and affect all members’ rights now and in the future.

If a grievance is denied, it can go to an arbitrator who will make a decision on how the grievance is to be resolved and what remedies must be provided by the employer, if applicable.

If you have any questions regarding the Collective Agreement and any grievable violations of the Collective Agreement, please contact Anne Landreville, Toronto VP – Grievance at [alandreville@sympatico.ca](mailto:alandreville@sympatico.ca).



## Good News Story

Congratulations to Lisa Menotti, our Social Worker and her family, for their participation in The Run for the Cure. And, thanks for sharing this Wonderful News Story with APSSP membership.

Again this year, my family and I took part and raised over \$1100 for the 2022 Canadian Cancer Society CIBC Run for the Cure. This is the 12th year that my family and I have been participating in the Run for the Cure, as it is a cause that is very important to me. I am very thankful that I continue to be able to participate in such a worthy cause and thankful for the support of those who donated. We walked together this year to reflect strength, positivity and hope for a future without breast cancer.



Thanks to Julia for agreeing to allow me to share her half marathon accomplishment. This is an amazing feat, and something to be very proud of. And what a wonderful picture, and great role model!!!

Julia Umbrello, from our Social work department completed the TCS Toronto Waterfront Half Marathon on Sunday, October 16, 2022. "I feel so blessed to have had the love and support of my number one fans, my family."

CONGRATULATIONS Julia!!!



## In Celebration



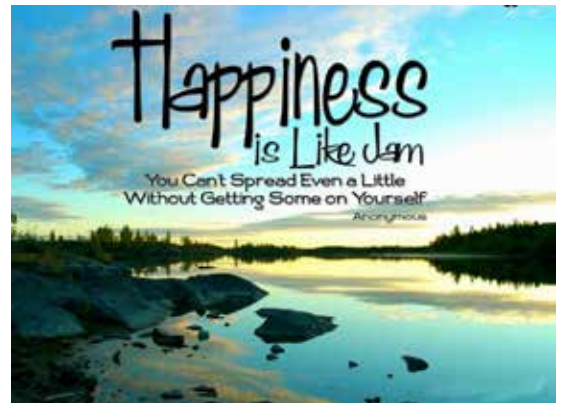
Congrats to Joanne Mazzei from the Social work department and an APSSP executive member, as she and her husband Tony celebrated their 25th Wedding Anniversary on October 18th, 2022. Cheers to another 25 years of love and happiness<3

Thanks for sharing this wonderful news, and beautiful picture of a beautiful couple.



Sam from our Social Work department & his beautiful wife Nicollette Palmieri tied the knot on June 25th, 2022 in front of friends and family.

Congratulations to you both as you begin your new life together. What a gorgeous couple!! Thanks for sharing Sam!!!



## Welcome



On July 20, 2022, our Social Worker Cathy Delmei, and her husband James welcomed their twins Jack and Lia. Although they were premature, Cathy shares that they are progressing well.

Wishing this beautiful family all the best as their family has now grown from two to four. What adorable babies, congratulations Cathy and James!!! Thanks for sharing this most special and exciting news!





## Retirements

Congratulations to Julie Mazzuca-Peter from our Speech/Language Department who retired in January 2022. We are so appreciative of all of your hard work and dedication both within the SLP department as well as your years of service to APSSP. Retirement sure looks good on you, and so well deserved!!!

You are so missed by your APSSP family.

*"Ten months have already flown by since my retirement and I am happily settled into a slower and gentler rhythm. Each day brings new adventures and allows me to spend lazy mornings reading the paper; sipping freshly brewed coffee; taking long walks; reading for pleasure, enjoying long phone calls or planning outings with friends. The end of summer holidays in August no longer brought butterflies and angst but filled me with excited anticipation for the freedom to enjoy the glories of Autumn.*

*When reflecting on the last 33 years working at TCDSB, I am filled with gratitude for so many things. As I move forward in this next stage of life I am truly thankful for working along side dedicated and talented staff; thankful for the difference our support has made for so many students and families; and thankful for the opportunity to serve my APSSP colleagues as president for our local chapter and in various executive positions on our provincial union. I will especially remember my time in the Speech and Language Department at TCDSB with fond memories and high regard for the work of my colleagues and friends.*

*I wish all of you a successful school year and thank you for being my esteemed colleagues and for continuing to do your very important work with commitment and passion."*



Congratulations to Anne Gray from our Social Work Department on her retirement in June 2022. We wish you all the very best in your next chapter. You will certainly be missed by all.

*Goodbye! I have thoroughly enjoyed working for many years with the staff and students at the TCDSB. I am now looking forward to having many years of travel adventures around the globe! Pura Vida!*







## Contest Alert

We are once again giving away two \$25 gift cards to those who correctly answer the three Newsletter questions.

- 1. Who is the VP of LTD/Benefits?**
- 2. Which two APSSP members retired in 2022?**
- 3. Name one reason we may file a grievance?**

Please email answers by November 30, 2022 to Karen ktrauz@hotmail.com in order to be included in the draw.

We will advise winners via email.  
Good luck!!!

