



Association of Professional Student Services Personnel

Toronto Chapter Spring/Summer Newsletter



Presidents message



Dear APSSP membership,

Spring is upon us, bringing even more hope of better days ahead!

Our APSSP Toronto Executive, like APSSP Provincial, has continued to meet monthly virtually to complete the ongoing work of the union and to collaboratively solve member issues. Our upcoming provincial Annual General Meeting (AGM) will be held virtually with the hopes of returning to an in-person meeting for next year.

We remain hopeful that there will be the opportunity to hold our own Toronto AGM in-person for when we return in September 2022.

As always, APSSP is here to support our members in good and bad times. The newsletter acts to share the excellent work of our members and celebrate successes, both momentous and small. Should you require the support of the executive for any work-related matters, health and safety issues, sick leave, or return-to-work/accommodation support, please reach out to a member of the executive for guidance and assistance.

Wishing you all a successful conclusion to the end of the school year and a restful summer ahead!

Be well,
Veronica Barton



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

President: Veronica Barton
Veronica.Barton@apssp.org

Vice-President: Maria Peixoto
Maria.Peixoto@apssp.org

Secretary: Jodelyn Huang
Jodelyn.Huang@apssp.org

Treasurer: Isabelle Giuliani
Isabelle.Giuliani@apssp.org

VP Grievance Officer:
Anne Landreville
Anne.Landreville@apssp.org

VP Negotiations:
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VP Public Relations Officer:
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VP Long-Term Disability Coordinator:
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Caryl-Anne.Stordy@apssp.org

Governing Council Representative:
Marieke Favrod
Marieke.Favrod@apssp.org

Governing Council Representative:
Gabriella Zazzarino
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Past President: Julie Mazzuca-Peter
Julie.Mazzuca-Peter@apssp.org

Chapter News

Joint Health and Safety Committee (JHSC)

Maria Peixoto is now APSSP's VP of Health and Safety.

The JHSC meets on a regular basis throughout the school year to discuss and address the importance of health and safety as it relates to staffs' physical safety and well-being. This committee includes various unions and their representative and management staff. Some of the issues regularly addressed are building safety e.g., asbestos removal guidelines, personal safety, icy parking areas etc. If you have any questions or concerns feel free to get in touch with her via email: m65peixoto@icloud.com

What is a "Grievance"?

The role of the VP Grievance & Constitution is to work with members, the employer and administrative staff to help resolve issues and concerns affecting members and arrive at resolutions. They are responsible for bringing member concerns to the attention of the Executive and coordinating the local chapter's grievance actions.

A grievance is an official complaint that is a violation of the Collective Agreement (or written understanding of procedures agreed upon between the Union and the Employer). Not all complaints become grievances; however, it is helpful to bring up any issues to your APSSP Executive members if you have any concerns regarding:

- Your date of hire
- Your placement on the APSSP seniority list
- Your placement on the salary grid (and any previous employment)
- Your OMERS pension plan (date of enrolment, merging with any previous pension plan you may have had before starting at the TCDSB)
- Your benefits coverage
- Your recall rights as a "permanent" employee
- Your allowances
- Your long-term disability benefit
- Your workplace safety
- Your leaves of absence/maternity leaves

If the Grievance Committee feels that a complaint is a potential grievance, a formal complaint will be initiated.

Feel free to reach out with any questions.

Your APSSP VP Grievance is **Anne Landreville** and she can be reached at alandreville@sympatico.ca

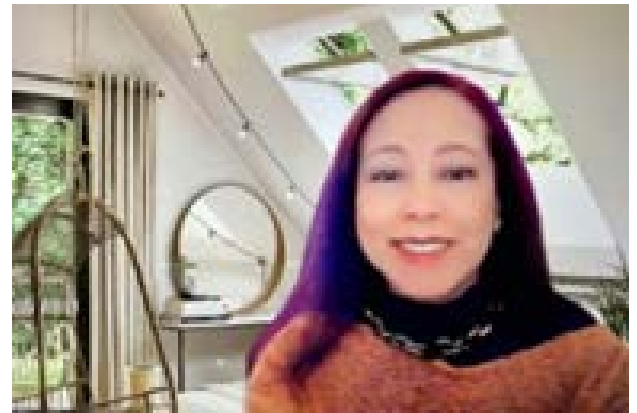


Highlighted APSSP Executive team

MEET TWO OF YOUR EXECUTIVE MEMBERS

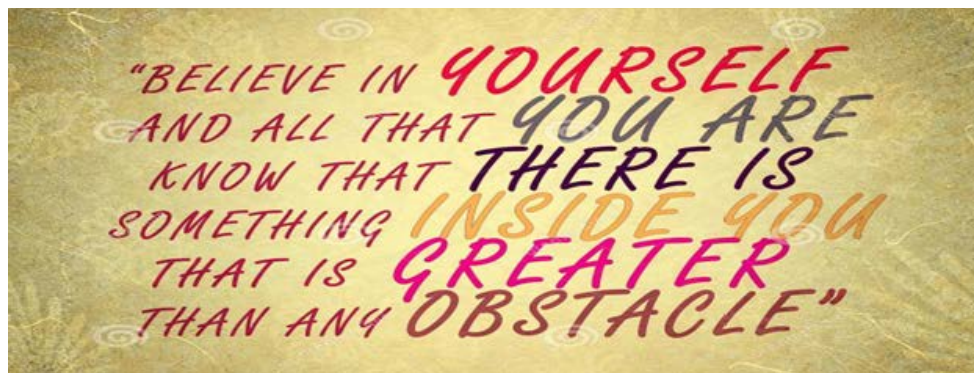
Jodelyn Huang

Jody is TCDSB's Community Relations Officer who is passionate about equity, inclusion, diversity and community partnerships. She works closely with settlement agencies, ethnic and racialized communities, specifically within the Asian diaspora and area schools in Scarborough. She works in collaboration with academic resource staff, special services, administrators and communities to ensure that our schools are working towards an equitable education for all. Jodelyn has been with TCDSB for 20 years. She has been apart of the executive for 16 years.



Joanne Mazzei

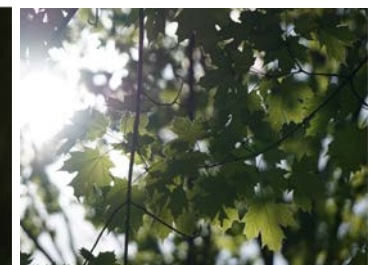
Joanne joined TCDSB in 2012 in the position of Social Worker for the Deaf & Hard of Hearing. Since then, she has worked in both elementary and secondary settings. Her current assignment is as a UPG social worker in the Etobicoke area. Joanne joined APSSP's Executive team 4 ½ years holding the position of Governing Council. She recently took the position of VP/ Negotiations and she finds the learning to be an ongoing process." I am fortunate to part of such an amazing team."



Social Work Spiritual Day May 14, 2022

What an absolutely fantastic day we had all together as a group in High Park for our in person Spiritual day. The weather was perfect and our speakers were amazing.

Here are a few pictures that our very own Social worker Natalia Oporska took throughout the day. Thanks Natalie, you clearly have a hidden talent, and captured the day so beautifully.



Chapter update

Governing Council

APSSSP's Governing Council met in person for the first time in two years on April 9th in Cambridge. Several members opted to attend remotely, but those who were on site enjoyed the opportunity to see colleagues again and participate in the work of our association in person. It was a lively, interesting meeting in which all present, either in person or remotely, were engaged in wide-ranging questions and dialogue. Across the now eleven chapters of APSSSP in Ontario, it is evident that many are dealing with similar challenges: - Significant staff turnover and leaves-of-absence leading to numerous unfilled positions across APSSSP disciplines - Postings for "temporary" positions that are just shy of 10 months, and which are re-posted shortly after the contract has ended - The discontinuation of quarantine leave, with members in quarantine due to Covid symptoms or exposure having to use their sick days - The denial of requests for part-time leaves of absence or a reduction in days of work In every chapter of APSSSP, members of the local Executive continue to support members in difficult circumstances, including those who are trying to navigate the grievance process, members who have been asked to participate in investigations or who are facing disciplinary measures. Others are addressing unique challenges: in one chapter, APSSSP is fighting the Board in its attempt to replace the existing pay equity plan with another that provides less protection; in another chapter, APSSSP is supporting chaplains who are seeking to join APSSSP, but meeting with resistance from the Board in doing so. When listening to these updates, the value and importance of the work of our Association is incredibly clear. Governing Council meetings, which occur three times per year, provide an invaluable opportunity for chapters to share news and discuss effective strategies, as well as ensuring that decision-making is collaborative, transparent and in the best interests of all member chapters.

Long Term Disability

Different types of leaves. What you need to know...

When planning a leave, first notify your supervisor and obtain written consent.

Once consent is received, notify HR, payroll and the APSSSP LTD coordinator (Caryl-Anne Stordy: Castordy@gmail.com) of the start and finish dates of your leave. If you are taking a parental or maternal leave, four months notification is recommended, and a doctor's letter indicating the expected delivery date will be required.

Any government-allowed leaves including maternal, paternal, and compassionate leaves are eligible for LTD coverage.

To ensure continuation of benefits, you must complete the appropriate statutory leave form. This form is available through HR or through the Employee Portal (Go to HR dept. and select "form/lists"). Maternity top up request forms are also available on the portal.

Short Term Disability (STD)

When you have exhausted your 11 personal illness days, you will be eligible for the Board's Short Term Disability Plan (STD). At that time you will receive a letter from the Board indicating that future illness will be paid, with positive adjudication, at 90% salary for up to a period of 120 working days.

If you have unused sick days from the previous academic year, these will be used only for purposes of topping up your sick days (from 90 to 100%) once you are receiving Short Term Disability Plan Benefits.

IMPORTANT: If you are on sick leave and anticipate needing to extend your sick leave beyond 120 days, you are advised to contact the APSSP LTD coordinator (Caryl-Anne Stordy: Castordy@gmail.com) to assist you in initiating the LTD application process 4 weeks prior to the end of your Short-Term Disability benefits payment period (120 days).

Long Term Disability (LTD)

LTD premiums need to be paid before the beginning of the leave to ensure continuation of coverage. A member going on parental leave must indicate whether they will be taking 12 or 18 months prior to the start of their leave. The cost for continuation of coverage will depend upon your salary and can range from \$1,200.00 to \$3,500.00 or more.

To ensure continued LTD insurance coverage, members must contact the APSSP LTD coordinator (Caryl-Anne Stordy: Castordy@gmail.com) to obtain the necessary form. The cost of continuing LTD during your absence will be calculated and you will be expected to pay prior to starting your leave.

IMPORTANT: Should you neglect to continue paying your LTD premiums while on leave, you will be considered a new member for the purposes of determining any pre-existing condition upon your return to work. For further information regarding STD or LTD please contact the APSSP LTD Coordinator Caryl-Anne Stordy at ext. 6646 or send an e-mail to castordy@gmail.co

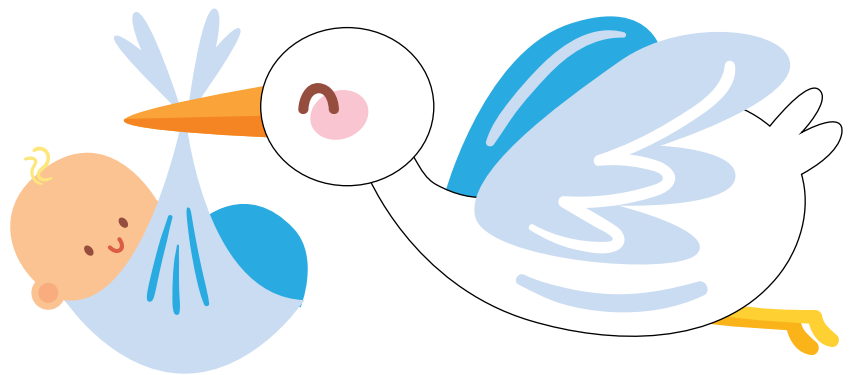


In celebration

Hydee Bristol, from our SLP department welcomes her baby boy Symeon Etienne Bristol-Joseph. **POLITELY** arrived on Sunday, January 23rd, 2022 weighing not so politely with 8lbs 13 oz and 53 cm. I say politely as some of you may already know that I had made several contracts with baby to not arrive on certain key days/dates before the actual due date of January 24th. Since before baby's arrival and even more so now, big sister Nayomie (4 years old) was in love with her now baby brother. She also assumed the role of primary caregiver (when it suites her), vocal advocate and "lawyer" especially when protesting on his behalf... Congratulations on the birth of your adorable son. You sure do have a beautiful son and daughter. APSSP wishes you all the very best.



Here is the most recent picture of the duo on Easter Sunday; Symeon, 2.5 months old and Nayomie, 4 years old.



Isabelle Giuliani/SLP and APSSP's Treasurer and her family welcomed Banting to their "pack" on April 25th. What a beautiful fur baby, congratulations to you and your family!! Animals are such a wonderful addition to a family.



REMINDERS

If you have changed your address and or phone number please advise our APSSP secretary Jodelyn Huang Apsspsecretarytoronto@gmail.com. It is imperative that we have accurate contact information so you do not miss any important communication.

If you have ideas/news you would like to share with the chapter (e.g., engagement, wedding, birth, team news etc), please email Karen Crooks, VP Public Relations ktrauz@hotmail.com.

All previous editions of the newsletter can be viewed in the member's section of the APSSP website <https://apssp.org/member-login/> Please make yourself aware of the APSSP Provincial Website which has lots of great information and updates as well as our past newsletters.

You can access the website here:

<https://apssp.org>

Please follow APSSP Provincial on Facebook and on Twitter@APSSPUnion. This is a great way to get updates on what is happening locally and Provincially. If there is anything that you think should be posted, please reach out to our Public Relations VP-Karen Crooks at ktrauz@hotmail.com, and she will ensure it is posted through the Provincial PR Representative. We want to make more people aware of APSSP, and the more followers the better. Please follow and support."

AGM/Save the date September 26, 2022 -registration details to follow

Mental Health Awareness Week -May 2022



Mental Health Awareness Week

9-15 May 2022

Together we can
tackle loneliness



For mental health supports

<https://www.ontario.ca/page/find-mental-health-support>

Lifeworks/EAP

<https://d31hzlhk6di2h5.cloudfront.net/20211202/4e/f8/8f/5e/2ef1deaf9ce08d8838c8d73f/20211201>

[-_LifeWorks_-_Poster.pdf](#)

Recipe



Thanks to Joanne Mazzei, our APSSP negotiations VP as well as School Social worker, for providing another delicious recipe for our newsletter.

Applesauce Walnut Loaf

Ingredients

- 1 large finely diced (peeled apple, diced into 1/4" pieces)
- 1/2 tsp lemon juice
- 1 tbsp. Splenda
- 1/8 tsp + 1/2 tsp cinnamon
- 1 1/2 cups unsweetened applesauce
- 1 1/2 cups flour
(Gluten-free or regular flour)
- 3/4 cup brown sugar (not packed)
- 1 tsp baking soda
- 1/4 tsp ground nutmeg
- 1/4 tsp salt
- 2 tbsp. vegetable oil
- 2 large egg whites
- 1 1/2 tsp vanilla extract
- Cooking spray
- 1 1/2 oz. chopped walnuts
- 1/4 raisins (optional)

Instructions

1. In a medium bowl, combine apple, 1/8 tsp cinnamon, Splenda, and lemon juice. Set aside.
2. Preheat oven to 350°. Spray a 9 x 5 inch loaf pan with baking spray.
3. In a medium bowl, combine flour, baking soda, nutmeg, cinnamon, and salt with whisk. Set aside.
4. In a large bowl mix oil, egg whites, sugar, applesauce and vanilla. Beat at medium speed until thick. Scrape down sides of the bowl.
5. Add the flour mixture and blend at low speed until combined. Do not over mix.
6. Fold in apples and walnuts.
7. Pour batter into loaf pan and bake in the center rack about 55 minutes, or until a toothpick inserted in the center comes out clean.
8. Let the pan cool at least 20 minutes, bread should be room temperature before slicing.

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 APSSP's treasurer this year?
2. What is the first thing you do if you plan to go on a leave from work?
3. Who took the pictures for the Social Work Spiritual Day this year.

Please email answers by June 6, 2022 to Karen ktrauz@hotmail.com.
Good luck!!!

