

APSSP Governing Council

The Governing Council of APSSP is made up of representatives of all the Chapters and manages the affairs of our Association. In addition to other reps, each Chapter must have the local Chairperson in attendance. Governing Council meets at least three times per year and exercises the rights and powers of our Association. It is a very important part of our union in representing and supporting all of its members in a variety of situations. It also gives us an opportunity to hear what is happening in each of the Chapters. We appreciate the time and efforts of Governing Council in representing our members. Here is a snapshot of some of its participants.....



ST. CLAIR CATHOLIC DISTRICT SCHOOL BOARD TRUSTEES RATIFY TWO-AND-A-HALF YEAR CONTRACT WITH APSSP

Trustees for the St. Clair Catholic District School Board have ratified a new two-and-a-half year contract with the Association of Professional Student Services Personnel (APSSP). The APSSP bargaining unit represents 17 employees.

"We are pleased to have reached this agreement with our employees who provide important services for our students as speech pathologists, social workers, interpreters and child youth workers," says Margaret Nelson, Director of Education. "This is the first collective agreement to be settled with our employee groups.

We are optimistic that others will follow in due course." The former contract with APSSP expired on February 29, 2004. The new agreement runs from March 1, 2004 to August 31, 2006. It includes salary increases of 3% as of March 1, 2004; 2% at September 1, 2004; and 2% at September 1, 2005. The agreement also included a signing bonus and benefits improvements.

Members of APSSP approved the agreement at a ratification meeting earlier this month.

IMPORTANT DATES

Annual General Meeting
Thursday, May 19/05
Delta Meadowvale Hotel
6750 Mississauga Road
Mississauga, Ont.

Provincial Executive Meetings

May 3/05 - Katz's Deli
June 7/05 - Dufferin Peel

Chief Negotiators and Grievance Officers Meeting

April 30/05
Location: Stone Crock Inn,
St. Jacob's

Educational Planning Weekend

Oct. 15-16/05
(Niagara Falls)



APSSP PROVINCIAL NEWSLETTER

April 2005

From the Editor . . .

Nancy Begin
APSSP Vice-President of Public Relations

This is the second and last newsletter for the school year 04/05. It has been quite a learning experience for me to do the newsletter and I must say it was easier this time around. I would like to thank all those people who contributed by sending articles, PR function reviews and reports. I will continue to encourage all Chapters to send me anything that would benefit all of us in our challenging work with children, youth and their families. I hope you all have a wonderful summer; only 3 months to go!



Provincial Executive

President	<i>Rick Townshend</i>
Treasurer	<i>Tim Jenkins</i>
Secretary	<i>Linda Booker</i>
VP, Negotiations	<i>Georgia Steinhart</i>
VP Public Relations	<i>Nancy Begin</i>
VP Grievance & Constitution	<i>Glenn Webster</i>

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APSSP PROVINCIAL CHAPTER MEMBERS

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

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Executive Reports

Provincial President

Rick Townshend



With the exception of the Annual General meeting, this will be the last time that I have the opportunity to address our membership. I would like to take this time to thank all those that I have come in contact with through my association with APSSP. In the various roles that I have held I have come to meet many of you. It has been a pleasure to have worked with so many dedicated individuals who have contributed to the success of this organization. I am proud to be a member of APSSP and it has been an honour to serve as your President. For all of you who have given of your time to APSSP, I thank you on behalf of all members of APSSP.

By the time this report gets to you, the school year will be heading towards a conclusion. APSSP has had a busy year, beginning in the fall with the October Education Weekend and continuing throughout. Most of our Chapters are or will be involved in negotiations this year. In addition, work has been completed on a revision of our Grievance Manual, and an update of our Strike Manual is in progress. Thanks to all Provincial Executive members who have contributed to the success of APSSP this year.

In May of this year we will again be having our Annual General Meeting in Mississauga. It is important for members to attend this meeting as many important functions occur at this time. Constitutional changes and elections for Provincial Executive positions will be on the agenda. This year the positions of President, Vice-President Negotiations and the Treasurer are all

up for election. As you know these positions are very important to the day to day functioning of APSSP, so please give it some thought and put forward your name if you are interested in taking on the responsibilities of one of these positions.

I would like to take this time to thank those individuals who have supported me throughout my years of involvement with APSSP. I have been fortunate to have worked side by side with so many wonderful people. I hope that this school year has brought you much success and I look forward to seeing many of you at the Annual General Meeting in May.

Vice-President Public Relations

Nancy Begin



I would like to thank all those Chapters who have held PR events throughout the year. I will continue to support the PR reps in their ongoing efforts to promote our valuable work. It is essential, especially at these times of negotiations, that we are visible and "out there". I have some new PR items available which can be accessed through the PR reps.

Our next major event is the annual AGM on May 19/05. It will be held at the Delta Meadowvale Hotel and I urge you to attend. There will be great food, door prizes, a speaker, elections and an opportunity to get together and reconnect with each other.

Hope to see you there!

Educational / Planning Weekend

Niagara Falls, Oct. 16 - 17, 2004. Photos by Jim Steinhart

The weekend was a great success! It was wonderful to see everyone and it gave us an opportunity to share ideas and get together with all the chapters. We had an informative and interesting presentation given by Mary Hart. The presentation was titled "Called To The Witness Stand: Being a Witness." Mary talked to us regarding the rights, duties and liabilities when called to court to testify in a variety of venues. She also provided a detailed and clear written handout, answering common questions that we all might have in a legal situation.

The next Educational weekend is planned for Oct. 15 - 16, 2005. More information to follow.



Public Relations Initiatives

Toronto Chapter Presentation to Trustees

Anne Seniw-Martelli, Public Relations Officer
With Glenn Webster, President

On February 3, 2005 - a delegation of APSSP Executive and Negotiations Committee members made a presentation to the Program and Religious Affairs Committee (i.e. all Trustees). This was a follow-up to the very successful Trustee Reception that APSSP sponsored last April. The presentation data produced was a collaboration by the members of the negotiations committee: Julie Mazzuca-Peter, Calisto Martelli, Enir Basani, Georgia Steinhart, Marina Vanayan and Carmela Diano (Governing Council Rep.). Glenn Webster, president acted as spokesperson.

The major emphasis of the information presented, referred to APSSP support for the system initiatives and of our relatively good communications with management. Although APSSP numbers are fewer, i.e. less than 150 out of 10,000 total Board staff, our influence comes from our professionalism and positive attitude. Staff shortages in psychology and speech/language pathology were noted along with the small numbers of staff in the community relations and research departments. Again, in following up on our presentation of last year, we were able to give a brief synopsis of the work that we do. It is readily accepted that although we are small in numbers, our value with parents and students is enormous.

Trustees received our delegation warmly and their questions showed their support of our group. They specifically asked about the number of social workers in schools, feeling that there were not enough. They were also concerned about staff shortages, not realizing the reasons behind this situation. Trustees encouraged open discussion and asked for relevant data.

Our APSSP delegation were asked to stand and introduce themselves to the assembled audience, which consisted of the interim Director of Education, who was congratulated on his appointment, Superintendents of Education, Co-coordinators and other interested parties.

The presentation ended on a positive note, when Board Trustee Chair invited the APSSP delegation to a luncheon meeting, along with the Director of Education! To Glenn, Julie, Calisto, Enir, Georgia, Marina and Carmela, we say thank you and congratulations on your exemplary style and hard work in representing our chapter membership!

DUFFERIN-PEEL

Valerie Lothian, Dufferin-Peel PR Rep

In December 2004 the DP Chapter Executive invited new members of APSSP to a mix and mingle to give them a chance to not only meet their Executive but to ask questions.

The members who attended were given a snapshot view of the different positions on the Executive.

Feedback from the members indicated they found it very useful and informative.

Halton

Karen Givlin, Halton PR Rep

On November 15, 2005, the Halton Chapter hosted an "Evening with APSSP"! We invited the members of the Special Education Advisory Committee (SEAC) and the Director of Education to join us for an informational dinner. We had representatives from each discipline there to talk a little bit about their role in the board and their role in meeting the needs of special needs students in their school. All in all, the evening was a great success! We had a fantastic turnout and together with the APSSP members worked as a team, to provide further education to our community. A special thanks to everyone who helped in planning and executing such a successful evening. Thank you to Dufferin Peel for lending us your banner!



Provincial Treasurer

Tim Jenkins

I am coming to the end of my 2nd Term as Provincial Treasurer and as such will not be continuing in this role after our May AGM.

After 4 years in this position I can easily say that I have thoroughly enjoyed the opportunity to work with a group of professional, dedicated and caring colleagues. Whether it be our provincial executive, governing council, or local treasurer's all have shown a deep commitment to our union.

During the time I have served as Treasurer there are many accomplishments I am proud to be a part of:

- establishment of expense guidelines for members
- yearly review of APPSP financial policies and procedures
- participation in APSSP educational weekends and chairing of committee meetings
- liaising with chapter treasurer's
- establishment of budgetary items for public relations initiatives and web site
- increase in rebates for those chapters with financial needs
- guidelines for chapters to follow in reporting financial transactions to provincial treasurer
- establishment of policies to ensure financial reporting of chapters to their membership at AGMs
- changes in rebate structure to ensure that all chapters contribute an equitable share to our provincial organization
- preparation and presentation of balanced budgets
- significant increase in funds designated to support members in case of work stoppages
- 47% increase in net worth of APSSP during the last 4 years

As well as with the day to day bookkeeping, planning and accounting responsibilities ensuring the financial stability of APSSP is a primary concern of the Provincial Treasurer. In that regards APSSP is in a strong financial position.

I can not finish my last newsletter article without thanking Len Modderman, Robin Tallon, Dan Milne, Lilli Jones, Georgia Steinhart, Glenn Webster, Linda Booker and Nancy Begin with whom I have had the good fortune of working with on our Provincial Executive. In particular, I am grateful and appreciative of Rick Townshend whose leadership and direction as President of APSSP has been outstanding.



Provincial Secretary

Linda Booker

I'm writing this report during our March break and my mind wanders to thinking of the varieties of ways we in Education spend this time off. I always enjoy learning of new places to visit, new ways to unwind, new books to read, new places to dine there are as many of these as there are APSSP members!! I hope all of you had a relaxing and fulfilling holiday week, before we return to the last stretch before the end of this school year, which is hard to believe is just around the corner.

Things have been relatively quiet for me as Provincial Secretary. I have to admit I am enjoying the smooth flow as opposed to each month bringing a new challenge, as this is the second term as Secretary of APSSP. Right now, the Membership Directory is my central focus and it seems there have been many changes particularly in the larger chapters, which may be an indication of either an aging group, or a positive change in politics!! Read into this as you please!! By the time you read this report in the newsletter, the directory will have been updated and distributed to Chapter Chairs at the April Governing Council meeting. I encourage all APSSP members to remember to notify your local Chapter Secretary of changes in your mailing address, as we notify you as a reminder of the AGM by mail to your home address. This year it will be held on Thurs. May 19 at the Delta Meadowvale Hotel in Mississauga. Look for the first of two reminders to arrive at your home address early in April.

Our last Governing Council meeting for this school year will be held at the Stone Crock Inn on Saturday April 16th. By then, it should truly be spring and we will have winter behind us. I encourage you to mark the date of May 19th in your calendars, for the AGM. This meeting is the only time of the year we gather as a whole group, to have the opportunity to hear what your Provincial Executive has worked on, to vote in three new Executive members and to vote on the passing of changes in our Constitution. I look forward to seeing many of you there!!



Vice-President of Negotiations

Georgia Steinhart



At the beginning of the school year, eight of the nine APSSP Collective Agreements had expired. Consequently, this year has been an exceptionally busy one for the Chief Negotiators. In February, the Niagara and St. Clair Chapters finalized Collective Agreements with their Boards. Under the strong leadership of Stan Brown in Niagara Chapter and Lenora Cavacas and Stephanie Orrange in St. Clair, both Chapters obtained excellent settlements. We owe a special thanks to consultant Larry Robbins for his excellent work in assisting these two Chapters with negotiations.

Niagara Chapter has obtained a 3% increase to salary and benefits for each year of a three year Collective Agreement. The position of Psychological Associate was recognized in the Collective Agreement, and members in that category received a substantial wage increase. The Niagara Collective Agreement has stated working hours, and this agreement adds language providing 1.5 times compensation in wages or time off for members required to work beyond the normally scheduled working hours. The current wage gains are in addition to the Pay Equity settlement obtained last Spring which brought substantial wage increases to most of the job categories within the Niagara Chapter. Niagara Chapter members have moved from being amongst the lowest paid within APSSP to above the median for our Union.

The new 2.5 year St. Clair Collective Agreement provides for wage increases equating to 3% of average annual salary on March 1, 2004, and 2% of average annual salary on each of September 1, 2004 & 2005. The Chapter opted for pay increases as dollar amounts rather than percentages. That is, each member received the same dollar increase applied to his/her annual salary. The amount of the dollar increase is calculated by applying the agreed percentage to the average annual salary. This method slightly reduces the discrepancy between the lowest and highest step on a salary grid. In addition, each member received a signing bonus of \$750 (prorated for part time employees). The Collective Agreement also brought an increase in the Vision Care benefit and

University Degree allowance. New language in the agreement provides some protection against "contracting out".

As of the writing of this report, two Chapters are involved in bargaining with their Boards, and three Chapters are preparing for negotiations. Some Chapters have opted to wait for teacher settlements before entering into negotiations with the employer. Two Chapters have taken advantage of the opportunity to have APSSP consultant, Leon Brumer, assist the bargaining team in understanding the Ministry's funding formula and their school board's budget.

APSSP members need to be aware of the November 29th letter sent by the Minister of Education to School Board Chairs and Directors of Education. This letter stated salary guidelines for upcoming Collective Agreements with all school board staff. The letter also required school boards to provide a public explanation of where the money would come from if these guidelines were exceeded. The Minister's guidelines provides for a 2% increase in salaries in 2004/05 and 2% in 2005/06. Presumably to encourage longer Collective Agreements, the guidelines allow for a 2.5% increase in 2006/07 and 3% in 2007/08. While the guidelines can be expected to strongly influence management wage proposals, it is important to note that guidelines are not legislated wage controls.

In addition to our meeting on the October Educational Weekend, the Chief Negotiators, along with the Grievance Officers, met at St. Jacob in February. We heard an excellent presentation by Larry Robbins on Basic Issues in Negotiations and Evaluating Your Benefit Provisions. The Chief Negotiators and Grievance Officers will be meeting again in St. Jacob at the end of April.

In May, I will reach the end of my second term as Provincial APSSP Vice-President for Negotiations. It has been a great pleasure and a deeply satisfying experience to work with the other members of the Provincial Executive, the Chapter Chief Negotiators, and other members of the Chapter Executives. I would like to thank the members of APSSP for allowing me this opportunity.

Vice-President of Grievance & Constitution

Glenn Webster



We have had a relatively quiet year in relations to grievances. I hope that some of the reasons for this have been our educational programmes over the last few years. The grievance officers together with chief negotiators have met two times per year usually in February and April for a morning at St. Jacobs. This is in addition to our October educational weekend. At our St. Jacob meetings we have a presentation - it has usually been by one of our consultants - Brian or Larry - on topics of relevance and interest to us such as issues in collective bargaining, work conditions, the grievance process, management styles, arbitration and the history of union movements.

This year we have had Larry present on the basics of collective bargaining, very appropriate since most chapters are currently involved in the process. Mary Hart will be presenting in April (its only March as I write this) and judging from her presentation in October, it will be informative, relevant and entertaining.

The grievance manual is completed and available. We hope it will serve as a guide and "how to do" for us. Thank you for all those involved. Like all publications in this information age, we are able to update and correct any typographical errors. It will be available on our website.

There have been a number of enquiries, which were settled before becoming grievances over placement on the grid with appropriate recognition for similar, related and relevant previous work experience. Chapter executives have a duty

to inform and assist (new) members who may not be aware of possible remuneration for previous experience. We also have a duty to "remind and assist" management who occasionally forget this.

Encourage all members to read and be aware of the Collective Agreement, benefits and the LTD plan, if you have one. Encourage managers to read it too!

The constitution is something that we constantly update to reflect the changes to our association and our employment situation. The current constitutional changes that we tried to tackle were articles 27 and 28 which deal with Codes of Conduct (among members) and Sanctions to members. The constitution is also available on our website.

We have a sunset clause allowing executive members to serve no more than two consecutive terms. After this next AGM I will have one more year before forced retirement (or alternative assignment). I would like to know if anyone is interested in taking up this role of dealing with grievances and guarding the constitution. I would be pleased to pass on what I have learned and give support to my successor.

In the meantime, as always, please do not hesitate to call me (647 229-0233) or e mail glenn.webster@sympatico.ca for any concern on any topic

