



Association of Professional Student Services Personnel

PROVINCIAL NEWSLETTER

October 2008

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Kathy Miles

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Well here we are at the start of another school year. The summers sure do fly by. I hope everyone had a safe and relaxing summer. As we head into 2008-09 school year things have been going full steam ahead. APSSP executive has said good bye to Nancy Begin who will be greatly missed. Once again I want to say 'thank you' to Nancy for all her contributions over her 4 years on the executive.

I will be taking over Nancy's role as Vice President of Public Relations. I am very excited to be part of the APSSP executive and look forward to the challenges that lay ahead.



Provincial Executive

President	Georgia Steinhart
Treasurer	Rick Townshend
Secretary	Marieke Favrod
VP Negotiations	Glen Webster
VP Public Relations	Kathy Miles
VP External Affairs	Dan Milne
VP Grievance & Constitution	Carmela Diano

APSSP PROVINCIAL CHAPTER MEMBERS

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

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Executive Reports

Provincial President

Georgia Steinhart

This school year is my fourth and final year as your APSSP President. As always, I am looking forward to the challenge and satisfaction that come with being actively involved with our Union.

Last May's Annual General Meeting was, as always, an enjoyable event. For the second year in a row, we had record breaking attendance, and, this year, representation from every APSSP Chapter. Annie Kidder, Executive Director of People for Education, was our main speaker for the evening. She reviewed improvements and continued challenges in education in Ontario in recent years, and discussed the importance of developing a new vision for education in the 21st century. All of us were delighted to hear from two more APSSP authors, Stacy How and Isabel Vieira. Stacy discussed her book, *Recess Success: Sharing and Caring on the Playground*, developed for teachers and school staff to help reduce the opportunities for bullying and exclusion during unstructured time at school. Isabel spoke about her book, *Flavours of Sweetness and Sorrow*, a collection of stories and recipes from immigrant women of Portuguese-speaking heritage.

The AGM provided the opportunity to publicly express our appreciation to Nancy Begin who completed her second term as Provincial Vice-President, Public Relations. For four years we relied on Nancy's careful planning, endless creativity and hard work which resulted in very successful AGM's. and a high quality Provincial Newsletter. Nancy brought solid common sense to our Provincial Executive and unfailing support to the Chapters in their Public Relations initiatives. Later in the evening, we welcomed Kathy Miles of Halton Chapter as our new Vice President for Public Relations. Kathy's enthusiastic commitment to the role is evident in the work she has put into this newsletter.

For APSSP, the first major event of this school year is the Educational Weekend which takes place in late October. The



Saturday program allows members of Chapter Executives to discuss common issues and update their knowledge on union related matters. This year, a representative from OMERS will be speaking to us about the aspects of the OMERS retirement plan that are of particular concern to our members.

When you read this report, your Chapter will either be deeply involved in negotiations to renew your Collective Agreement or will have recently signed a tentative agreement with your school board. The Provincial and Local agreements signed by APSSP will determine your salary, benefits and working conditions for the next four years. As many of you know, this round of negotiations has been taking place under a very different model. Last Spring, Provincial APSSP reached a framework agreement with the Ministry of Education and the Trustee Associations on key issues such as salary, benefits and staffing enhancements. Chapter bargaining teams have the responsibility of ensuring that what was negotiated at the Provincial level is reflected locally as well as negotiating all of the local Chapter issues that were not included in the Provincial agreement.

The reports by the Vice-President for Negotiation, Glenn Webster, and the Vice President for External Affairs, Dan Milne, will provide more details about the bargaining process. Dan and Glenn have both given many hours beyond what is normally required for their portfolios to ensure that APSSP achieves as much as possible from the Provincial agreement. Their work has ensured that APSSP continues to have a strong voice at the Ministry of Education. In their efforts, they have been assisted by Larry Robbins, our Labour Consultant, and by several APSSP members who have extensive negotiation experience.

The new bargaining model has also placed extraordinary demands on the Chapter Chief Negotiators and bargaining committees. Many of them worked during the summer holidays to ensure that the Chapter meets the Ministry imposed deadline of late November for a signed Collective Agreement. Please show your support by attending Chapter meetings and expressing your appreciation for their work on your behalf.

Vice-President of Grievance & Constitution

Carmela Diano

A brand new school year is upon us! Along with this, comes brand new APSSP business. I am starting my second term as VP – Grievance & Constitution and look forward to the many new developments and on-goings that will come our way. There are grievances already underway with some of our Chapters, so I anticipate another active year ahead.

The Constitution has been updated to reflect the changes that were approved at our Annual General Membership meeting that took place on May 15, 2008. This can be viewed on our website at www.apssp.org. Every year the Constitution is reviewed by a committee of APSSP members. We usually meet a few times a year. If you are interested in coming out, please let me know.

All of our chapters are very busy working on negotiations which



means changes to our Collective Agreements (CA). It is the responsibility of all APSSP members to stay informed of all new changes to your chapter's CA. Grievance officers from all chapters work hard at upholding and enforcing the CAs, so when you are not sure of something it is always best to ask for clarification. We all work hard in our professions to provide fairness and opportunities for the students that we work with. We also need to ensure that we maintain these high levels of standards for ourselves and within our working environment. Don't forget... you all have rights so exercise them!

As always it is the volunteers of APSSP that continue to keep us strong. The time and knowledge of our active members along with the expertise of Larry Robins (our Labour Consultant) and our lawyers keeps us moving forward as a professional association. I want to congratulate all of you for your efforts. There is always room for member involvement, so don't hesitate in taking on a role within APSSP. Feel free to contact me at anytime if you have any questions or comments. I look forward to continuing to work on your behalf throughout this 2008-2009 year.

Provincial Secretary

Marieke Favrod

I am pleased to be joining the Provincial Executive Committee for a second term as secretary. Georgia, Dan, Carmela, Rick, Glenn and Kathy bring a lot of professionalism and dedication to their APSSP work and it continues to be a pleasure to be a part of the team!

Planning for the APSSP Educational Weekend on October 25th and 26th, 2008, is well underway. This weekend provides learning and professional development opportunities for members of your local APSSP Executive Committee. Topics this year include Understanding APSSP Pension Plans as well as an update regarding provincial negotiations.

Ah, autumn. The changing leaves tend to remind me of changing addresses, and the need to update this information in the APSSP Membership Directory. APSSP occasionally needs



to communicate with you about important information and to notify you of upcoming events, and never shares your personal information with any person or agency outside of APSSP's local and provincial Executive Committees. Please contact your local secretary with any changes to your address so that we can continue to keep you informed.

Watch your mailbox this fall for a new APSSP brochure that will provide you with important information about professional liability insurance. We feel it is important that APSSP members be aware that, should the limits of their employer's insurance be insufficient to meet the settlement of a claim in which they are a co-defendant, their personal assets could be at risk. Professional liability insurance is available to cover any shortfalls in the event that a member is named in a civil suit, charged with a crime related to their work, or has a complaint made to their professional association or college. All APSSP members are encouraged to consider obtaining private insurance coverage to protect them from liability exposure and to ensure personalized legal assistance.

Vice-President of Negotiations

Glen Webster

It is near the end of September as I write this article which will be distributed at the October educational weekend.

We have been extremely busy with our local chapter negotiations and as you read this, 7 of our nine chapters will have met to exchange proposals with management and several of the seven will be well into it with Dufferin Peel probably settled and Toronto almost ready. Three of the other five will be very close if not finished. Two chapters will still be near the beginning of the exchange of proposals but they will have done extensive work on formulating the proposal and the management teams (London and Niagara) will have been in negotiations with other unions in the workplace so we are confident that APSSP negotiations will proceed smoothly.

Again at the time of writing this to meet the deadline for printing we are on the eve of having an extraordinary meeting for chief negotiators in St. Jacob, on 27th September, when we will be reviewing the provincial framework and reiterating the points for our all to human memories and abilities with maintaining comprehension! We will also review the status of each chapter's negotiations – issues, problems, highlights, successes.

Larry Robbins, our labour consultant and Dan Milne our vice-president for external affairs will be joining me in presenting. It



is important to acknowledge our reference group consisting of the above named trio plus our President Georgia, Treasurer Rick and Tim Jenkins, chief negotiators from Dufferin Peel and Julie Mazzuca-Peter from Toronto and Joe O'Connor from London, as well as having had assistance from Kathy Page of DP.

The reference group have been appraised of all provincial matters including the signed agreements between the Min of Ed and table 8 (which included APSSP), CUPE, OECTA and now the latest - the OSSTF non teacher table.

As well spending several days with Dan and others at the provincial tables or backrooms in a variety of Toronto hotels, your provincial executive and local bargaining unit teams have been appraised and consulted. This has not been easy, especially with the months of July and August.

Where to now? We must dot the "i"s and cross the "t"s and keep on going and get memoranda of agreements before the end of November and then make sure that our chapter members ratify. I have been assured that this will not be a problem with Bruce Grey. But that is not the end, our provincial reference team will work on some of the items on partnerships and committees flowing from the provincial template.

If any APSSP member has a concern, critique, suggestion or complaint please contact me by phone 647 229-0233 or email glenn.webster@sympatico.ca I look forward to seeing you at Niagara.

Provincial Treasurer

Rick Townshend

APSSP remains in a strong position financially. While it is still too early to tell, it would appear that we might once again be in a surplus position by the year's end despite an increase in our expenses this year.

The increase in expenses are related to increased costs associated with professional consulting fees due



to Provincial wide bargaining and the fact that all our Chapters are involved in negotiations this year.

At the Educational Weekend this year, all the Chapter Treasurers will be meeting to discuss and review our financial practices and allowances. Discussions around the 2009 Budget are underway and the 2009 Budget will be presented to Governing

Council at the first meeting of the new year.

Vice President of External Affairs

Dan Milne

Over the years APSSP chapters and members have developed, to varying degrees, effective strategies in communicating with the leadership (senior administration/trustees) in their respective Boards of Education. The position of external affairs on the provincial executive was developed with a priority goal of increasing communication and improving the profile of APSSP with the provincial Ministry of Education in recognition that an increasing number of initiatives flow directly from the Ministry. No one could have predicted the extent of work APSSP has been engaged in with the Ministry. Much of this work has been related to completing the work on the Provincial framework to guide local negotiations.

The work on the provincial framework has provided APSSP with significant opportunities to develop contacts at the Ministry. As well as negotiating the PDT (Provincial Framework Agreement reached after 5 full days) APSSP was present for an additional two days in June and two days in September to participate in discussions that will lead to provincial protocol language to guide agency partnership agreements in all school boards in the province.

The Ministry has recognized that APSSP is a positive, creditable, and effective voice in education. The Ministry has recognized that APSSP is a leader in understanding issues related to at risk students and that APSSP represents a significant number of professional student support service staff across a significant



geographic region in this province.

By the time this newsletter arrives in your office it is likely that a few of our local chapters will have successfully completed negotiations using the provincial framework as the guide. Once these agreements are concluded it is APSSP's expectation that we will be invited to participate in the SWAG committee (Support Workers Advisory Group). This committee is to problem solve issues that could flow from the provincial framework agreement (like a local joint consultation) as well as to deal with specific issues identified in the

provincial framework such as safe schools, inclusion of Professional Student Support Services staff in the Education Act. Additionally this committee will be in a position to consider other issues as agreed by committee members or that may from time-to-time be directed to the Minister.

APSSP continues to dialogue with our PSSP colleagues in other unions including our colleagues who are members of OSSTF. Our OSSTF colleagues have been particularly helpful in understanding our joint interests in a number of areas. It would be our hope to continue our dialogue and to build on our emerging relationship.

As well as the Ministry focused work APSSP has continued to communicate with non-unionized colleagues who have expressed an interest in the work of APSSP. As more and more initiatives in education and professional support services flow from the Ministry of Education one would suspect that it will become increasingly challenging for our colleagues who lack an avenue to be part of the decision making process as a result of not having membership in a union with a provincial profile.

Vice-President Public Relations

Kathy Miles

The AGM in May was the beginning for me in my new role as Vice President of Public Relations for APSSP. Thanks again to Nancy for her support and encouraging words. So far it has been a whirlwind! Here I am enjoying my first public task of completing this newsletter.



Our annual Planning-Education weekend will be held on October 25 and 26 in Niagara Falls. I look forward to meeting with all P.R. reps. This session provides a great opportunity to network and share ideas for creative P.R. initiatives. At this time I will have the opportunity to bring new APSSP supplies. I will also assist P.R. reps in their role and make sure then have all necessary P.R. items available. I look forward to seeing everyone there. If you have any questions or would like to place an order please email me at kathymiles26@hotmail.com

APSSP Annual General Meeting

The AGM was on May 15/08 at the Delta Meadowvale Inn. We had a great turn out and the evening was enjoyed by all. We had the pleasure of hearing Anne Kidder, Executive Director of People for Education followed by two of our members, Stacy How and Isabel Vieira, who talked about their books.

Also during the evening a very important member for Dufferin Peel was acknowledged and presented with the "Member of the Year" award. Dave Jull, Senior CYW made many contributions to APSSP in the early years and has shown great leadership to the Child and Youth workers in Dufferin Peel. Congratulations Dave and thanks from the sector as a whole for your outstanding contributions.

On May 14 2009 the APSSP membership will once again meet at the AGM which will be at Capital Banquet Centre in Mississauga. Mark your calendars now as we look forward to another great evening.

*Photos by Jim Steinhart of
TravelPhotoBase.com*

Dave Jull, Senior Child and Youth worker in Dufferin Peel was presented with the APSSP Provincial Member of the Year Award.



A Life-Changing Experience:

Volunteering in Mississippi Following Hurricane Katrina

In the summer of 2008, APSSP member Joe O'Connor, a Child and Youth Worker in the London chapter, spent a week volunteering in Ocean Springs, Mississippi, a town hard-hit by Hurricane Katrina. The tidal surge went up as high as forty feet in Ocean Springs, causing enormous devastation in this small coastal town on the Gulf of Mexico. Disaster relief volunteer organization Camp Victor was founded three years ago to respond to the great human need in communities all along the Gulf Coast, and has since welcomed more than 15,000 volunteers from across North America in their mission to assist local residents to clean-up, repair and reconstruct their homes. Following a year of planning and fundraising, Joe and eight other adults accompanied forty students for a seven-day stay at Camp Victor. The group was accompanied by reporter Jennifer O'Brien of the London Free Press, who remained with them for six days and detailed their experiences in a series of articles that appeared in the newspaper in April 2008.



"I've done a lot of volunteering; all of us need to volunteer to see the other side of what goes on in life. It allows us to see how much we have to be grateful for."

17th and were received with warmth and gratitude by local residents. Students and adults bunked together, participated in community activities and joined in many aspects of the relief effort. Joe was amazed by how hard the students worked, doing everything from installing protective metal skirts around the bottom of trailers, cleaning up local homes, parks and schools, mowing lawns and helping elderly residents of the town. Students received training in carpentry and wielded chain saws and other power tools with great spunk and finesse! Despite the ninety-degree heat and infestations of fire ants, water snakes and red spiders, the group of 18-year-old students demonstrated a tremendous work ethic and remarkable leadership skills. One of the most rewarding aspects of the experience, according to Joe, was the sense of community, comradeship and friendship that developed in the group. Joe felt that this was a very self-reflective experience for the students, whose daily personal encounters with the human fallout of disaster led them to reflect on "who

were the haves and who were the have-nots" and to grapple with questions of social conscience and civic duty.

When asked if volunteering is something he would do again, Joe's response is passionate. "I've done a lot of volunteering; all of us need to volunteer to see the other side of what goes on in life. It allows us to see how much we have to be grateful for".

If you would be interested in reading more about the group's experiences in Ocean Springs, Jennifer O'Brien's series of articles can be viewed on-line at the London Free Press website.



A "CENTURY" CELEBRATION

On June 12, 2008, Margaret Walsh, Mary LaFramboise and Diana Riopel of the Social Work Department shared in a night of festive activities and accolades as together they celebrated their Retirement from the Toronto Catholic District School Board. In combining their years of service to the Department, it is estimated that they have devoted 100 years to their profession within the School Board. Throughout the years, they have taken on many tasks and endeavours apart from their day to day duties. Diana and Mary both have been active members of Union Executives, and have always had a keen interest in the activities of our Local and Provincial Associations.

The Angel Foundation for Learning has been actively supported by all three, with Mary and Diana holding positions on the Board of Directors. It, therefore, was not surprising to learn that in lieu of the more traditional retirement gift, they opted to donate proceeds to the Foundation. Specifically to the Social Work Emergency Fund, which provides finances to needy families in dire



circumstances and when funding is not available from any other source. The final amount donated was close to three thousand dollars and was presented to the Executive Director, Sara Camillieri on the Night of the Retirement Celebration. A most generous gift from three very charitable and socially-conscious ladies!

Margaret, Mary, and Diana are commended for their life-long efforts on behalf of students and their families and we thank them for their gift of giving, by which we all benefit.

We congratulate you on your retirement and wish you every future happiness!

UP-COMING MEETING DATES

Governing Council Meetings

Sunday Oct. 26, 2008
Sunday Jan. 17, 2009
(snowdate Jan. 24, 2009)
Sunday April 18/09

Provincial Executive Meetings

November 4, 2008
December 2, 2008
January 6, 2009
February 3, 2009
March 3, 2009
April 7, 2009
May 5, 2009
June 9, 2009

Annual General Meeting
Thursday May 14, 2009
Capital Banquet Center
6435 Dixie Rd. Mississauga
L5T 1X4

APSSP's Chief Negotiators Meeting: September, 2008

