



EA'sy Talk

President's Message

Volume 9 Issue 3
April 2010

This issue created by:

Julie Lapierre

Produced for:

OSSTF District 17,
Educational Assistants
63 Collier Street, Barrie
ON, L4N 1G7

Phone: 705-726-1722

Fax: 705-726-4655

E-mail:

office.d17@bellnet.ca or
pcoates.d17@bellnet.ca

Articles, anecdotes, photos and suggestions may be sent to the editor.

Editor:

Julie Lapierre

Phone:

705-424-3280

Fax:

705-424-0462

E-mail:

jewels1958@
hotmail.com

It's amazing how fast we have arrived at the last three months of the school year. From a President's perspective, it certainly has been the busiest year ever and I cannot see it slowing down any time soon.

The following are the issues and items which we will be focusing on until June:

- *Bill 157 and the corresponding Policy and Program Memoranda's (PPM'S 144/145)
- *Pay Equity
- *An E.A. Handbook for new employees
- *A Committee selected to look at templates schools could use when an EA is absent, making sure appropriate information for the supply E.A is left
- *The appropriate use of the increased hours for September 2010
- *The upcoming implementation of the Early Learning Program - Bill 242
- *The upcoming implementation of Bill 168 – Amendments to the Occupational and Health and Safety Act as it relates to violence and non-prohibitive harassment in the workplace
- *The Annual Staffing Process

As you can see, we do have a heavy workload ahead over the next few months. This is in addition to the everyday issues we deal with at the District Office related to member concerns at their workplace, other issues which may crop up, preparing for our Labour Management Meetings, preparing for our Annual General Meeting and wrap up for the end of the school and Federation year.

We will continue to work on your behalf to ensure your collective agreement is upheld and your issues and concerns are looked at.

I thank you for all of your continued support.



*Patty Coates
President EABU*



Although care has been taken in preparing the information contained in this publication, accuracy cannot be guaranteed. The opinions and views expressed do not necessarily reflect the opinions of OSSTF

IMPORTANT INFORMATION

If you hold a teaching certificate, according to legislation under the Ontario Teachers' Pension Plan (OTPP) you must make contributions into OTPP if you are an employee of a school board no matter what position you have (**whether you plan to teach, stay as an EA or do both**). Please ensure that you have provided a copy of your teaching certificate to the school board in a timely fashion. Once you have done this, you should let payroll know that you have a teaching certificate so they can begin the process of taking contributions for OTPP from your pay. Once you begin paying into the OTPP you are no longer to be paying into OMERS. You can rollover your OMERS' contributions within six months of receiving your teaching certificate. Please contact the District Office for further information.

If you have a teaching certificate from another province or country you must call the Ontario Teachers' Pension Plan Board and the Ontario College of Teachers to find out if your certificate is acceptable in Ontario and if you must pay into the OTPP. When in doubt, contact your bargaining unit president.

Leaves for 2010-2011 - Retirements - Resignations

As a courtesy to your colleagues and surplus Educational Assistants, if you plan to take a leave of absence, a temporary reduction of hours, retirement or plan to resign for the 2010-2011 school year, if possible please send your written notification prior to first week of June. In your request letter you can state that your leave would begin as of September 1, 2010. Sending your request in prior to June will not affect your employment insurance; it will however assist in the appropriate levels of staffing for the school year and possibly allow a colleague, who would have otherwise been surplus, to remain in the school in a permanent position or in a placeholder position.

Transfer Dead Line Date

If you are contemplating a move to another school for the 2010-2011 you will need to complete a transfer form and send it into the School Board to the Human Resources Department before May 15, 2010. You must fill out a separate form for each school you would like to be considered for. Considerations for transfers will be looked at as the second step in the June staffing process as per our collective agreement. Transfers are also considered during the September staffing process. Seniority is the deciding factor for transfers.





Health and Safety Report submitted by Richard Anderson,

E.A. H & S Representative

The Joint Health and Safety Committee has formed a sub-committee to deal with the increasing number of slips, trips and falls. Many incidents can be prevented from happening. An example is at some schools, staff will enter from the parking lot and state to another staff member that they almost fell on a slippery area when coming into the school, but they do not inform the custodian or principal. This continues throughout the morning until some one finally comes in and says that they have fallen. Health and safety is everyone's responsibility. If you notice a slip hazard report it immediately. Another issue is members rushing or carrying too many items, please slow down and carry small loads, this will decrease your risk of falling. Also make sure, when you are using stairs to use the handrails. An item that has been brought to the committee before and will be looked at more closely is the issue around "improper versus proper foot wear". I have personally witnessed this all too often. Members wearing high heels, crocks or flip flops in the workplace. None of these are ideal when it is snowing or raining outside and especially not ideal when you are working with students in wheel chairs, bikes, other devices and lifts. It is recommended that a non-slip closed toe and heel shoe be worn inside or outside on mild dry days. On colder snowy days, winter footwear should be worn outside. There is a discussion around providing each staff member with a pair of track studs to use during yard duty and on the icy days. The yard would need to be monitored and then a recommendation to use them on those days if needed. It has not yet been decided how this all would be implemented but it is the sub-committee's goal to have footwear guidelines in place for the 2010-2011 school year.

If you are placed in a situation with a potential for violence and you have not seen a safe workplace plan please contact :

Richard Anderson (705)321-266

Union Office (705)726-1722

Patty Coates (705)321-1441 or Lucy Shepherd (705)321-3941



In loving memory of

Tessie Bottineau

Tessie passed away March 17th, 2010 at the age of 17. She will not only be missed by the Students and Staff of St Joan of Arc but also anyone who was lucky enough to have crossed her path.

Goodbye

Goodbye my family, my life is past.

I loved you all to the very last.

Weep not for me, but courage take.

Love each other , for my Sake.

For those you love don't go away.

They walk beside you

Every day.



Thank you Rita Golds (JOA) for this submission.



Volume 9, Issue 3
April 2010

Your Executive 2009-2010

President

Patty Coates

Vice-President

Lucy Shepherd

Treasurer

Jennifer McQuirter

Recording Secretary

Julie Lapierre

Health & Safety Officer

Richard Anderson

Executive Officers

Roberta Gamache

Jenna White

Rita Golds

Casual/Supply Rep

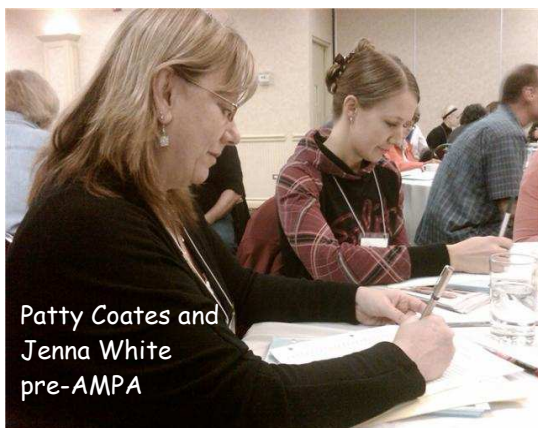
Darlene Morrin

Youth Rep

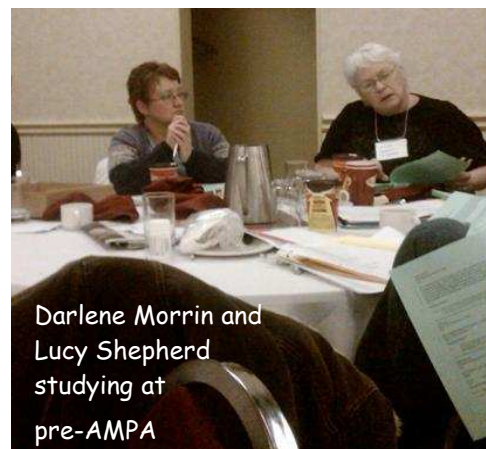
Antoinette Dunmore

New Member Rep

Margaret Swinnerton



Patty Coates and
Jenna White
pre-AMPA



Darlene Morrin and
Lucy Shepherd
studying at
pre-AMPA

AMPA

My AMPA experience: This was my 15th AMPA where I represent our bargaining unit. AMPA is the Provincial OSSTF/FEESO convention where amendments to the provincial constitution and bylaws are debated and voted on. Additionally, the provincial budget and the Provincial Annual Action Plan are presented, debated and voted on. All of the above are the “meat and potatoes” of the convention. What made me proud to be a member of OSSTF/FEESO, District 17 and our Educational Assistants’ Bargaining Unit was the enthusiasm of those who attended on your behalf. Also, the most exciting part was that we sent 3 members from our bargaining unit to AMPA who have not attended before. I was blown away to see the enthusiasm, the passion and dedication of all of our delegation embracing AMPA, learning and gaining from this experience; giving up part of their March Break and losing sleep due to the spring time change. I want to thank the Educational Assistants who attended on behalf of our membership. Your participation and dedication is greatly appreciated. *Patty Coates, EABU President*



Antoinette
Dunmore

Jennifer
McQuirter



District 17
At the AMPA Ball

