

President, Tracey Marshall

Phone: 519-843-4043 x225

Cell: 519-835-4970

Fax: 519-843-6260

E-mail: essp.ecepresident@gmail.com

We have begun the planning for our ANNUAL ESSP GALA FOR STUDENTS WITH LEARNING DIFFERENCES. Watch the upcoming newsletters for details, nomination forms and pictures. Please remember that it's up to you to nominate our students for this INCREDIBLE event.!



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 represent OSSTF District #18. We reserve the right to edit for content and/or space.



children's faces!!

Good luck!!!!!!

Ready, set.....START POSTING!!!! Remember, no

Post a picture of your mitten collection on our Facebook group page . That picture will get you a ballot entered in a draw for a gift basket of Christmas goodies for your staff that will be delivered to your school on December 17th. For every 10 mittens you submit from your school, we will also put another ballot in to the draw for your school. Ready, set, start posting!!!

We'd also like to see what's going on in your classrooms during this busy holiday time. Please post those pictures and for every picture you post, we will also enter a ballot for you into the draw for the Christmas goodies!

Did you know???

ECE's cannot take breaks and lunches during instructional times? This was agreed upon by the Board, is outlined in the Education Act.

You can have your President with you at any meeting with your Principal that you are concerned about. In addition, if you're called into your office and the meeting turns to something that could result in discipline, you have the RIGHT to stop the meeting to call your Union.

Harassment by coworkers or administration is against the law!

Filling out forms is your RIGHT and RESPONSIBILITY under the Occupational Health and Safety Act, which is Law. No one can refuse you access to forms.

You have the RIGHT to a safe workplace. It's not "YOUR JOB" to get hurt.

Your supervisor is the Principal. Teachers are not your supervisors.

"Let us not take thought for our separate interests, but let us help one another."



Important Upcoming Dates

Dufferin Get Together—Montana's December 16th. 4pm-7pm.

EA Committee—December 7 430pm—7pm

ECE Committee—December 8 430pm—7pm

ESSP/RECE CONNECT

OSSTF/FEESO DISTRICT
18 UPPER GRAND
EDITOR:TRACEY MARSHALL



VOLUME 2, ISSUE 2

NOVEMBER 2015

SPECIAL POINTS OF INTEREST:

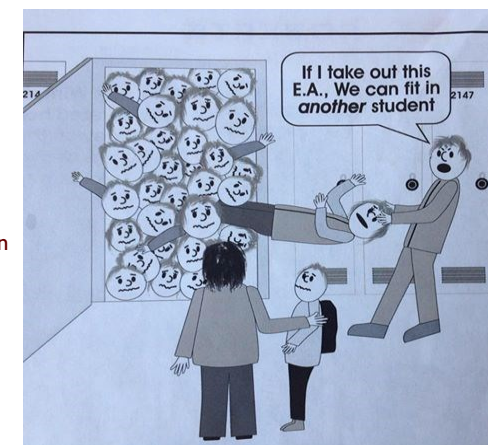
- President's Message
- Did You Know
- School Reps
- Health and Safety

President's Message

Well I'm having fun. How about you??

Labour unrest is heating up and we've been very busy with questions regarding sanctions. Questions mean that we're helping, you're following sanctions and standing with your colleagues. Remember if you have sanction questions send to me via email as I have to track them. Provincially, negotiations stalled and finally things, centrally, are settled. Your CBC team decided to bridge the gap between central and local sanctions and to give the board their 5 days notice of Strike action in the form of limited withdrawal of service as of November 30th. We appreciate the difficulty of sanctions but we also appreciate that we need a deal. This is not about money.

This is about having conversations and achieving gains in areas such as workload and supervision that affect all of you. EA staffing reallocations occurred in late October and there was very little movement. We've also had a four socials this year. They've been well attended and so much fun! It's been really amazing catching up with many of you and for you to have some down time with your colleagues and friends. We had a very successful rally on November 6th @ Liz Scandals office. I really appreciated seeing over 100 of my members out with protest signs in hands making some noise in front of the Minister's office. Great Job!! We are



gearing up for a mitten drive and again more contests on our Facebook page. Be sure to join our Facebook group and be a part of that really close knit community of EA's, SPA's and ECE's. As we head into December, remember to take time for yourselves. I will remember to do that too! Be Safe!

Warm regards, Tracey

INSIDE THIS ISSUE:

Community!	1
Area and School Reps	2
Contact Info	2
Violent Incidents	2
Binder updates	3
Important Dates	4
Sanctions	4

Mittens and Gloves and Mitts, Oh My!

This year, we are asking our members to dig deep into their pockets for....mittens! Did you know that many of our students and the vulnerable members of society have a huge need for mittens and gloves in the winter months. We are asking you to purchase, or donate a pair or

two of mittens/gloves in good condition and send them to Tracey Marshall, OSSTF Office, through the Board courier. They can be any size for adult, kids or teen. We will be collecting and then disbursing those mittens to families in our schools and will also be sending them to various

community organizations in need. There will be a Facebook mitten contest too, so watch our FB page for that! Thank you to all the EA's, SPA's and ECE's for giving back to the community!! Thank you to Alissa Pearson and Jen Hillen for spearheading this initiative!

Our Gala for students with learning differences!

"YOU get to see the incredible smile and pride on the face of YOUR student when they receive their award and everyone claps for them and they realize that we think they're amazing and THEY realize that they really are amazing too!"

This year our Annual ESSP Gala for Students with Learning Differences will be held on April 20th, 2015. This is a completely union-member driven event. YOU nominate a student who receives support from an EA or SPA. YOU submit their work (according to the outlined criteria) to Tracey Marshall. Work gets judged by a GALA committee, and winners get chosen. YOU attend the event with your student to

celebrate their success with YOUR student, their parents and family. YOU get to enjoy a really special night with your students. YOU get to have some fun and share in the success of your students with your colleagues. YOU get to enjoy a delicious light meal and dessert with YOUR student and colleagues. YOU get to enjoy the awesome entertainment that we always have at the Gala. YOU get to feel proud of your students and

their accomplishments that YOU'VE achieved together. But the best thing of all..... YOU get to see the incredible smile and pride on the face of YOUR student when they receive their award and everyone claps for them and they realize that we think they're amazing and THEY realize that they really are amazing too!

Watch for the information about the Gala posted soon with criteria and nomination forms.

Negotiations Update

Things were very slow and non productive at the local negotiation table. Although, things have happened since we gave our 5 days notice to the board. Yes, we're on strike in the form of limited withdrawal of services in the form of sanctions, but some good has come out of the sanctions. Since that notice, the board has given us a full two further negotiation dates on December 9th and 10th. We are

very hopeful to be able to negotiate a fair settlement. That being said, if the Board cannot see our priorities and recognize the need for some discussion and improvements to some of our language then it's possible there could be escalation of action. In addition to the board giving us further negotiation dates, parents and coworkers have lent their support to our cause. Parents have been

handing out flyers to other parents outside our elementary schools to educate them about our job action and the importance of a deal. I also believe that the board is getting a more clear picture of how vital we all are to the whole school team and to our students. Keep up the great work. As always we will endeavor to keep you well informed throughout the entire process.

Where is that form hiding???

With the switchover to the new email and web platforms for the UGDSB, we've had some challenges in finding forms. They aren't really hiding, but they are definitely not as easy to find as on the previous platform. Here is an easy way to locate them:

SAFE SCHOOL REPORTS— Log into UGCloud. Input your username and password. Click on UGShare. Go to

Links. Click on Safe School Report. Fill it in. Click and send.

For any other Health and Safety forms like Employee Incident and Accident forms and Violent Incident Forms—Log into outlook/windows. Input your username and password. Click on UGShare. Go to Health and Safety Forms. Find the form you are looking for. Click on that form. These

forms are electronic and you can fill it out online; but you can also print them out and fill them in manually. The form tells you where to send it. If you have difficulty accessing these forms, please email Julie Wagner @ jcw@wightman.ca and she will bring the inaccessibility issues to the Joint Board and Union Health and Safety Committee, where Julie sits as our representative.

STREET HARASSMENT IS... UNWELCOME WORDS AND ACTIONS BY UNKNOWN PERSONS IN PUBLIC PLACES MOTIVATED BY GENDER THAT INVADE A PERSON'S PHYSICAL AND EMOTIONAL SPACE IN A DISRESPECTFUL, CREEPY, STARTLING, SCARY, OR INSULTING WAY.

97% OF RESPONDENTS TO AN OTTAWA SURVEY HAD EXPERIENCED STREET HARASSMENT IN THE PAST YEAR,

10% REPORTED IT.

84% OF RESPONDENTS IDENTIFIED AS WOMEN

62% HAD BEEN LEERED AT

32% CHANGED THEIR DESTINATION AFTER HARASSMENT

58% WERE HONKED AT

21% WERE STALKED OR FOLLOWED

58% RECEIVED SEXIST COMMENTS

9% WERE GRABBED OR TOUCHED IN A SEXUAL WAY

GENEVIÈVE BERGERON, 21

HÉLÈNE COLGAN, 23

NATHALIE CROTEAU, 23

BARBARA DAIGNEAULT, 22

ANNE-MARIE EDWARD, 21

MAUD HAVIERNICK, 29

BARBARA MARIE KLUCZNIK, 31

MARYSE LAGANIÈRE, 25

MARYSE LECLAIR, 23

ANNE-MARIE LEMAY, 27

SONIA PELLETIER, 28

MICHÈLE RICHARD, 21

ANNIE ST-ARNEAULT, 23

ANNIE TURCOTTE, 21



What's happening in our committees

In our Educational Assistant Committee we are working on Support Staff Appreciation day and on emerging issues. There has been much discussion about the issues surrounding casual supplies and the difficulty around filling absences. We are also going to be planning a get together for all Educational Assistants.

In our Early Childhood Educator Committee, we are working dili-

gently on a pamphlet that will be going out to all parents as an education piece about the DECE's role in the Early Learning Kindergarten. We have also been working in emerging issues such as team morale, working conditions and have put out a workload/issue survey for all DECE's to fill out. In our Workplace Violence Prevention Committee we are hoping to have a

video out in the new year regarding violence towards members. Most of the work of this great committee has to do with education, and in November "The 3 R's of Violence" was held to rave reviews at Orangeville District Secondary School. It was very well attended and we hope to hold a similar event in the Guelph area in the new year.