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ESSP/RECE CONNECT



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President's Message

It's almost luxurious to have such mild weather for the month of December! I don't know



Can you believe we went viral?

about you, but I'm wishing for a little bit of snow! Thanks to everyone who attended our central ratification meeting. I appreciated you being there and staying to vote. There is so much going on with our Bargain-

ing Unit this December. Everyone is posting amazing pictures of what's happening in their classrooms during the month of December and I'm excited to draw the winner for the basket of goodies that will be delivered to some very worthy EA's and ECE's on December 17th. Keep watching our Facebook page for the winning school. We have been collecting lots of mittens and gloves and I'm certain that our schools and community agencies will be grateful to receive warm hands from our warm hands/warm hearts initiative.

We have been actively negotiating a local agreement and hope to have resolution to our negoti-

ations soon. Thanks to our negotiating team for their hard work and for being there supporting me every step of the way! They are Cathy Bruder, John Potocska, Gary Rubenstein, Erinn Yetman, Joe McDowell, Julie Wagner, Laurie Walser, Cheryl Lampkin and Jack Jones from our Provincial Office. I hope that you are all finding time in this busy season to de-stress and not get too caught up in the rush of December. Keep smiling and remember that you are important to us! Be safe over the holiday break and we will see you in January!

Warm regards, Tracey

Our ECE Officer—Cheryl Lampkin

I hope everyone had a restful and enjoyable summer. I am always amazed at how quickly the summer goes by and so many of my ambitions often get neglected for other leisure activities or driving my children around.

I hope that your return back to school has been enjoyable. I know I always feel anxious about returning to school, what will the supervision schedule look like, how will my teaching partner and I challenge each other this year

and those early weeks establishing routines with very young Junior Kindergarten students. If you are continuing to struggle with any of these things, please email me at

ecexecutiveofficer@gmail.com or call me 519-820-3989. I am in the office Tuesday and Thursdays and alt Fridays. I would love to be able to offer you support anyway I can.

In the mean time, an ECE from WRDSB recently posted a great

post on establishing a working partnership in FDK. I think it's a great resource as we transition back. You can find it here.

<http://passionatelycuriousinkindergarten.blogspot.ca/2015/09/partnerships-in-full-day-kindergarten.html>

Cheryl Lampkin

"We can support you with ideas or give you ideas about how you can effectively have a conversation with your administration."

Student Needs Profile Template—Jennifer Hayston

This year, the District Area Officers wanted to incorporate a simple, yet effective template for you to use as a resource and to help casuals. Schools can provide duotangs for you to keep key information about your schedule and you class/student schedule/info. This is where the Student Needs Profile template is very useful. It is a one page template that would provide the students name, their photo (if available), whether they have a behaviour/safety plan, possible triggers and de-escalation strategies to daily routines. We all know that we are all not able to have access to the OSR which holds information in there that gives us thorough information about students. We MUST have access to behaviour and safety plans, in fact, every person working

with students who have safety plans must have read and signed off on the plan prior to working with that student. This includes all casuals. The information provided in the student profile will help ensure that all members are informed to the fullest extent to be as safe as possible. In addition to this, the Health and Safety of an employee trumps privacy of a student according to the Occupational Health and Safety Act, which is the law and relevant information about the student MUST be shared with you!

At Paisley Rd PS, the team has been able to come up with a plan to keep all of the students behaviour and safety plans in a binder in the office. It's accessible to staff, but also private.

This kind of binder might be new to many of you and there could be some 'road blocks' from your administration about putting this info together. Please know this is a huge

component to keeping all of us safe and on the same page. Our responsibilities have changed in the last few years. We are dealing with more violent and aggressive students. Members are becoming seriously injured.

Please let any of your District Area Officers know if you need support with this. We can support you with issues or give you ideas about how you can effectively have a conversation with your administration.

I hope you will be able to see the intentions of the template and its purpose. I also hope that you'll use it often, not only for your health and safety but also to keep each other well informed and on the same page about your students. This profile template is available from your school rep.

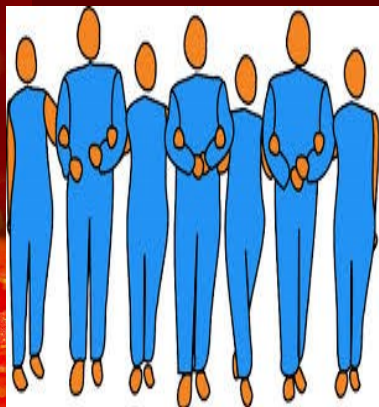
Take care,
Jenn Hayston

Area Officer—Kim Johnson

How are things going at your school? Your area officers want to know! We are here to represent you and your schools and want to assist you with any questions, concerns or ideas you may have. There are 6 area officers on your executive and, as the name suggests, each officer is responsible for representing a group of schools in different areas of the district. Your school rep is in touch regularly

with an assigned area officer to pass on information they receive from you. Have you been completing the EA or ECE report your school rep is giving you each month? This is where we need your help. Are you having problems at your work location? We want to help solve those problems! Do you have questions for us? We want to answer them and keep you informed! Is every-

thing going great? Let us know; your ideas and strategies can be passed on to other members! We understand that no one wants to complete yet another report, but by doing so we are best able to affect change and support one another. Your Union wants to be there for you, so please take a few minutes each month to let us know how you're doing. Help us help you!



31 Days of Taking Care of Ourselves

In December, as the days get shorter and colder, we all need to take some time to do something good for ourselves. Taking a little time each day to take care of ourselves makes so much difference to keeping in good mental health. You may choose to do some activities on your own or with your family or a friend. Try one or a few or try them all. Enjoy!

Dec 1—One Minute—Take deep breaths.

Dec 2—Two Minutes—Smile at yourself in the mirror.

Dec 3—3 minutes—Listen to a favourite song.

Dec 4—4 minutes—Eat some fresh fruit.

Dec 5—5 minutes—Light a candle and quietly watch the flame.

Dec 6—6 minutes—Sit quietly for six minutes.

Dec 7—7 minutes—Enjoy the taste of a holiday snack.

Dec 8—8 minutes—Spend fun time with a person or a pet.

Dec 9—9 minutes—Think of the best things that happened this week.

Dec 10—10 minutes—Take some time out with a cup of tea. Sip slowly and enjoy.

Dec 11—11 minutes—Sing along with your favourite songs.

Dec 12—12 minutes—Send an email to a friend setting up a time to meet up during the holidays.

Dec 13—13 minutes—Draw, paint or doodle.

Dec 14—14 minutes—Go outside and breathe in the cool, crisp air.

Dec 15—15 minutes—Read a favourite story.

Dec 16—16 minutes—Call or skype with someone.

Dec 17—17 minutes—Do something active: dance, walk, run, skip, play.

Dec 18—18 minutes—Make a cup of hot chocolate and pay attention to the flavour and warmth as you sip—add marshmallows if you desire.

Dec 19—19 minutes—Help someone else out who needs some extra help in the holidays.

Dec 20—20 minutes—Watch the sunset on the shortest day of the year.

Dec 21—21 minutes—Enjoy the holiday decorations in your neighbourhood.

Dec 22—22 minutes—Reflect on traditions you have enjoyed or currently enjoy.

Dec 23—23 minutes—Make your favourite meal and enjoy every bite.

Dec 24—24 minutes—Enjoy a bubble bath or extra long shower.

Dec 25—25 minutes—Take a walk to appreciate nature and being outside.

Dec 26—26 minutes—Take a nap, lie down and take a rest.

Dec 27—27 minutes—Watch your favourite TV show that makes you laugh.

Dec 28—28 minutes—Spend time with friends or family.

Dec 29—29 minutes—Go to the library and take out a new book, CD or DVD.

Dec 30—30 minutes—Take some time to do a hobby or something you enjoy that you have not done for awhile.

Dec 31—31 minutes—Make a list of all the things you were grateful for this year.

"Taking a little time each day to take care of ourselves makes so much difference to keeping in good mental health."

Dr. Lynn Woodford, Psychologist, is the mental Health and Addiction Lead for Upper Grand District School Board.

Health and Safety...it's Winter!

Fall and winter seasons see a rise in 'slip, trip & fall' accidents and injuries.

Be prepared:

Wear appropriate seasonal footwear.

Pay attention to

your surroundings.

Take your time & adjust your pace to the walking surface.

If you slip or fall, remember to fill out an Employee Incident/Accident

form right away.

When you're driving, leave enough time to account for the weather.

Remember to report dangerous situations at your worksite.





President, Tracey Marshall

Phone: 519-843-4043 x225

Cell: 519-835-4970

Fax: 519-843-6260

E-mail: essp.ecepresident@gmail.com



Need some help with sick leave? Having difficulty with WSIB? Expecting a baby?

Contact Cindy Scholten

Email: whitemancindy2@gmail.com

Cell: 519-835-0249

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

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



Worker's Health and Safety Centre and Guelph/Waterloo District Labour Council—Health and Safety Dinner. Guelph Health and Safety Activist of the Year—Julie Wagner!!!

Congratulations!!

We're on the web! www.osstf.ca www.d18.osstf.ca **FACEBOOK**
OSSTF-D18-ESSP/ECE MEMBERS and LIKE D18 Educational Assistants and Early Childhood Educators

Did you know???

What's a ratification vote??

What is a ratification process, you ask? We've negotiated. We've come to agreement with the Government or School Board. What's next? A collective agreement is only tentative until the members vote to approve (or not) the tentative agreement and then have a final collective agreement. Members always wonder why they can't just come and vote. There is a reason. We explain the entire package of agreed to items that make up the tentative agreement. Under the labour relations act, we must give members the opportunity to listen to us explain the parameters of the entire agreement. We also must give members the opportunity to ask, and have an-

swered, any questions they may have. We never want any of our members to say that the tentative agreement wasn't fully explained and discussed. It's important to us and, it's our process to have everyone hear the details prior to voting. When we're satisfied that we've completed our obligations to explain and have discussion, then you can vote. When members vote in favour of a tentative agreement, it becomes a final collective agreement and it's ratified. If the members don't ratify the tentative agreement, it often means back to the table or back to the picket line, as the case may be!

If you're a permanent employee within the UGDSB, you have access, as part of our benefits to an Employee Assistance Program. (EAP) Under that EAP, you can access many different forms of assistance. There is personal or family counselling. You have access to either online, skype or face to face counselling for you and/or your family members.

There is legal assistance. You have access to free legal advice from a lawyer by phone or discounted legal advice and free consultation in person.

There is financial assistance. You have access to talk to a certified financial advisor to help you with planning, debt counselling or other finances.

There are also many online options and awesome resource packages available to you regarding fitness, divorce, child custody/access and other issues by either calling 1-800-387-4765 or by going online to www.shepell.com and looking at "for employees and families."

Anything you discuss with EAP is confidential and will not be disclosed to the Board.