

ECSSA News

Edmonton Catholic Support Staff Association

March 2012



Welcome to ECSSA's Newsletter.

We are the proud Local 52-A of the Communication Energy and Paperworkers Union.
We are here for you, the support staff of Edmonton Catholic Schools.

Executive Roles Continued

Unions are organizations where the members work together to solve problems. The employer is always included and welcomed in the process to achieve solutions. It is the job of the executive to coordinate these activities, and to ensure that the members have adequate information, advice and funds to deal effectively with concerns.

From now until the end of the year I have decided to give you a snapshot of what specifically each executive member's job is. I hope this will give you a better idea as to the amount of dedication and extra hours it takes to be part of the executive. *Wilma Ellenburgh, President CEP 52-A*

The secretary is to keep a record of the entire Executive, Board of Directors and General Meeting's minutes. The minutes have to be sent to the president for approval in a timely fashion. Hard copies of all agendas and minutes have to be ready for the treasurer at the end of June so that they are ready for auditing. Other duties are: Have updates on the Policies & Procedures done as soon as a change is made. Have a record of attendance of all members to all Board of Directors meetings. Mail out any correspondence appropriately. If at all possible, attend any other functions as directed by the other Executive members.

Duties of the Secretary

- a) to keep correct minutes of all general and Board of Directors meetings
- b) to conduct all correspondence of the Local
- c) to distribute all correspondence addressed to the Local to the appropriate persons and keep on file all documents which are necessary for the accountability of the Local.
- d) to have charge of the seal of the Local, which he/she shall insure is used only as authorized, and shall attach same to all documents requiring authentication
- e) to submit such reports and information to the National President as the National President may require
- f) to distribute copies of minutes and agenda respectively, to the general membership, Executive and Board of Directors.
- g) maintain updated records of all committees and representatives

Staffing

It is so hard to believe that it is that time of year again. An e-mail has been sent to all ECSD users which outlines all the procedures and timelines for staffing for the upcoming school year. We recommend that you access this e-mail. The staffing timelines are also available on myECSD on the Human Resource page. We will take the opportunity here to highlight a few items of importance. First....some important dates:

April 16 - the deadline for reassigning Support Staff

April 25 - Information Meeting for Continuous Contract Support Staff (St. Anthony 4:30 pm)

We want to emphasize the importance of being pro-active and informed throughout this process. First, you must ensure you have been notified of your status for 2012-2013 prior to April 16. If your supervisor has not contacted you with this information, be sure to ask. If your FTE is being reduced by more than .1, you have two choices: accept the reduced hours or ask to be placed on the reassignment list. If you choose to be placed on the reassignment list, you will be giving up your current position and seeking a new one through the reassignment process. If you choose reassignment, we highly recommend that you attend the information meeting on April 25. Unless your assignment is guaranteed in writing for next year, do not pass up the opportunity for reassignment.

This is also an excellent time of year to consider a change in your assignment even though your position may be available to you next year. There are many circumstances which may have you considering a change. Are you starting to feel overwhelmed by your job? Is the stress of your position too much to handle? Do you have an on-going conflict with a co-worker or supervisor? Do you find yourself bored or lacking challenge in your position? If you answered yes to any of these questions, you may want to consider a move during this round of staffing. Getting too attached to our job, our co-workers and our workplace often makes us afraid of change. Even when feeling dissatisfied, we are reluctant to face a move. A move can be a very positive experience by providing new friends, new surroundings, new challenges...learning, growth and development. Is it time for a change?

Remember that ECSSA is here for you if you need any guidance, support or information during the staffing process. Remember that seniority is based on your service within the district not school specific. Staffing issues can be very confusing and can be very specific. **If you are asked to sign a document that you do not understand or are unsure of the consequences, ask for some time to consider your decision and then contact the ECSSA office.** Do not hesitate to call if you need any assistance.

ECSSA 780 456 3277

The middle class is not a natural occurring phenomenon. It is only exists because of two reasons; an strong union presence and an activist government. Threats to either of these are threats to the middle class.

ECSSA ANNUAL SPRING BANQUET



You are cordially invited to come and celebrate

With your fellow ECSSA members

Thursday, May 3, 2011

Italian Cultural Centre

Cocktails at 5:30 pm – Dinner at 6:30 pm.

Cash bar.

E-mail Colleen Pasay at Colleen.Pasay@ecsd.net or

capasay@telus.net for tickets By Thursday, April 20th.

\$25.00 for members \$35.00 for non-members.

Tables for 10 people available.

Please make Cheques payable to ECSSA and send to:

Colleen Pasay Facilities Services

A tribute to our retirees and long service recipients will take place during the evening.



KIDS NOT CUTS
ALBERTA'S KIDS NEED SCHOOLS THAT WORK

Education Minister Meeting

Thank you to those who attended our meeting with the Minister of Education on March 8th. Education Support Staff Workers from Edmonton Catholic, Edmonton Public, Edson, Grimshaw, Calgary Catholic, Calgary Public, St Albert and Sherwood Park were there to show solidarity for the coalition.

Minister Lukaszuk spoke to the importance of support staff in our schools and that Education is everybody's business. The coalition has made strides in which the minister now includes the line "and support staff" when he speaks about Education.

Minister Lukaszuk insisted that for the past 10 years there have been no real cuts if you just look at the math. I have included the 10 year overview for you to scrutinize. The minister looks at it this way: *10 years ago 60% of education dollars went to salaries and 40% of education dollars went to delivery of programs. Now 80% of education dollars are salaries and 20% of education dollars are for delivery of programs. The services to our children have shrunk because they have ended up in salaries.*

The coalition says that 80% for salaries makes sense as education is people driven and those supports need to be in place in order to deliver the programs. We need you to continue to spread this message to the minister. Carry on checking out the webpage (www.kidsnotcutsalberta.ca) for updates or contact Danny, Elaine or myself as to how you can help to get our message out. You and the teacher in the classrooms are valuable to those you support. You are the experts who help them on their learning journey.

In solidarity ,

Wilma Ellenburgh
President
CEP Local 52-A

YOUR Women's Committee is asking...

In June last year the Women's Committee asked you for your input as to what types of sessions you wanted to have and the top response was to have a session on Self-Esteem. The session would be 2-3 hours long, likely in an evening. We are also considering a Rape Aggression Defence program, but need your feedback on that as well. The R.A.D. program is a 2 day course which would be open to all members and/or their daughters. There would be a cost which would be determined at a later date. PLEASE check which you would prefer or be interested in:

Self-Esteem _____

R.A.D. _____

Comments: _____

Please send this via IMC to **Denise St. Laurent** at **Grandin School**.

THANK YOU!!!

Caring Report

We extend our prayers and sympathies to **Janine Dawson** of Sister Annata Brockman on the passing of her grandmother, **Shawna Schurek** of St. Vladimir on the loss of her mother and **Jo-Anne Gill** of Austin O'Brien on the passing of her father-in-law.

Flowers and wishes for a speedy recovery were sent to **Bonnie Ponich** of Holy Family, **Marie Linkewich** of St. Alphonsus and **Linda Peterson** of St. Charles.

Please remember to notify ECSSA if someone at your site has experienced a loss or is ill. The caring forms can be found on our website www.ecssa.ca and then click on the "Newsletter and Caring Forms" link. Please ensure that all information requested on the form is filled out. Thank you.



MMMM Cookies

The winners of the last two contests were **Carrie-Ann Millar** of Anne Fitzgerald, **Denise St. Laurent** of Grandin, **Jean Gagnon** of Ben Calf Robe, **Fran Thiele** of Mary Hanley, **Sheridin King** of St. Hilda and **Carol Parsons** of St. Cecilia.

This month's contest is about education budgets. To be enter the draw please email your name, site and the answer to this question to ecssa@shaw.ca "*According to www.kidsnotcutsalberta.ca by how much will Alberta's school population grow in the next ten years?*" Individual entries only, winners will be picked by a random draw. Deadline April 10th

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Support Staff

The glue that holds it all together!!