

# ECSSA News

*Edmonton Catholic Support Staff Association*

April 2010



## *ECSSA Appreciation Night Banquet*



*You are cordially invited to come and celebrate  
with your fellow ECSSA members*

Thursday, May 6, 2010

Santa Maria Goretti Community Center, 11050-90 Street

Cocktails at 5:30 pm - Supper at 6:30 pm.

Cash bar.

E-mail Janine Campbell at [janine.campbell@ecsd.net](mailto:janine.campbell@ecsd.net) or  
[jmcamp@telus.net](mailto:jmcamp@telus.net) for tickets **By Thursday, April 22.**

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

Tables for 10 people available.

**Cheques made payable to ECSSA** and sent to

Janine Campbell at Bishop Savaryn School.

A tribute to our retirees and long service recipients

will take place during the evening.

## Union Business Etiquette

Please remember that it is inappropriate to discuss union business on company time. It is also inappropriate to use the ECSD webmail for union questions. Please send all emails to the [ecssa@shaw.ca](mailto:ecssa@shaw.ca) address and all phone calls to 780 456 ECSS (780 456 3277), remembering to include your home email and phone number.

### Human Resource Services (HRS) is accepting requests for reclassification of Support Staff jobs.

Support Staff jobs include:

Teacher Assistant	Special Needs Teacher Assistant
Instructor	Counselor
Coordinator	Administrative Support
Media Resources	Printing Services

If an employee, or their supervisor, feels a job is inappropriately classified now is the time to submit an updated Support Staff Job Description. ***The deadline to submit a job description for review is April 30, 2010.***

Complete details can be found on MyECSD by following these steps: *Click on:* **Department Documents → Documents → Support Staff – Job Descriptions → Call for Support Staff Job Descriptions**

Information on the classification review process can also be found on MyECSD.

## CEP Education Support Staff Conference

On March 19-21, 2010 we took the opportunity to attend the CEP Support Staff Conference in Red Deer. Our plan was to educate ourselves as the theme of this conference was “Union 101”.

The Conference was informative and gave us a clearer picture of the structure of our Union on a National level and on a Local level. We had an opportunity to ask questions and meet with members from other Locals in Alberta.

The most important information we learned was that we, the Members are the governing body of our Local. We, the Members elect the Local Executive to represent us and carry out the business of our Local. We, the Members vote to effect change and we, the Members can put forward recommendations regarding policy.

Education is the key and the only way our Local can grow and become stronger is if we, the Members step forward, voice our concerns honestly and challenge each other to be the best that we can be.

*Adèle LaFrance, Katherine Therrien  
Cindy Stafford, Bishop Savaryn*

As I sit and write this many of you will have been informed of staff reassignments and reduction of hours. For those of you who have been impacted by this be aware that ECSSA and the Board will be positioning you according to your collective agreement. I do urge that you that you familiarize yourself with article 5.5 on page 6 of the collective agreement. Please read the Staffing Procedures Bulletin 2010-2011 which can be found on myECSD portal. Pay particular attention to Staffing Timelines and Support Staff Staffing Procedures.

The next couple of months will challenge you however there are many blessing in each day. As the day stretches ahead of you, waiting to be shaped, and here you are, the sculptor who gets to do the shaping. What today will be like is up to you. And you shall decide what kind of day you will have. How will you find the blessings God gives to you in your day?

Today I can whine because I have to go to work or I can shout for joy because I have a job to go to!

Today I can cry that I have been reassigned or rejoice that I know that I have support from the Board and ECSSA.

Today I can shed tears for having to leave the school I love or celebrate the opportunity to find one where I can flourish again.

Today I can complain that it is windy and cold out or cheer it is perfect weather for walking the dogs.

Today I can grumble about the snow or find wonder in nature's way of giving moisture to support new life.

Today I can gripe about how overwhelmed I am with work or rejoice that my day is full.

Today I can moan of a new task put upon me or I can be grateful for an opportunity to learn.

*Wilma*  
*ECSSA President*

*"Fires can't be made with dead embers, nor can enthusiasm be stirred by spiritless men. Enthusiasm in our daily work lightens effort and turns even labor into pleasant tasks."*

*- James Baldwin*

## Caring Report

We extend our prayers and sympathies to Vicky Bastide of St. Clement on the passing of her mother-in-law, Barb Kostal of Austin O'Brien on the loss of her father and Elaine Cardinal of Sanctuary (St. Margaret) on the loss of her mother-in-law.

Flowers and wishes for a speedy recovery were sent to Yolanda Engel of Annunciation, Donna Thomas of St. Augustine and Tony Kostyshen of Facilities Services.

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](http://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.

## ECSSA Report

March was a busy month for ECSSA, with the staffing for next year starting. ECSSA was contacted by many people to discuss this sometimes confusing, frustrating time. Please continue to contact the ECSSA office with any questions about your assignment for next year.

ESCCA was a part of the CEP Education Support Staff Conference. There were other CEP Locals representing over 3000 CEP Education Support Workers throughout our province. We met with other CEP Locals to discuss common issues and to get a better understanding of the union process and the services CEP can provide for us. ECSSA would like to thank the dedicated members who gave up their weekend to attend.

Your Board of Directors, acted on your behalf in sending out condolences and wishes of a speedy recovery to our bereaved and ill members. The ECSSA library was accessed to provide information on a variety of personal and professional resources. The District's Board of Trustee meetings were attended.

ECSSA also was involved in working with the District and our members in issues of staffing, job duties, return to work, benefits, transportation and staff conflict. I would like to thank the members who took the step to contact ECSSA and start the process for a better work environment for themselves and all our members.

During this very eventful time of year, I hope that we can schedule an evening to get together to enjoy the wonderful people we are. I hope to see you at the ECSSA Appreciation Banquet!!



### **Edmonton Catholic Support Staff Association**

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*Support Staff*

*The glue that holds it all together!!*