

February

2006



EDMONTON CATHOLIC SUPPORT STAFF ASSOCIATION

ECSSA News

General Meeting *Wednesday, March 15, 2006*

5:00

Location TBA

Please note this important date for our next General Meeting

We are trying to finalize a location for this meeting and will forward all pertinent information (including agenda) to your worksite in early March. One of the agenda items will be an update on the progress of our current negotiations. The ECSSA Negotiating Committee met with the District on February 9 and 10 and will have two additional meetings on February 28 and March 1. Even though the meeting location is not yet available, we ask that you mark the time and date in your calendars. We look forward to seeing you there.

2006–2007 Staffing

Human Resource Services is preparing the staffing process for the upcoming school year. The processes and procedures were outlined to administrators and supervisors at a meeting on February 14. There are some important points for ECSSA members to note. The actual timeline has not been finalized but remember that within those timelines will be a deadline for continuous support staff to have their assignment confirmed. Please take note of that date, which ECSSA will publish in this newsletter when it is available, and be sure to ask your supervisor for this confirmation, if they have not contacted you. If a continuous employee is faced with a cut of more than .1 FTE, and does not want to accept the cut, they **MUST** decline the position and ask to be placed on the reassignment list. This is the **ONLY** way to exercise your right to the FTE guarantees contained within our collective agreement.

There is one other item that all ECSSA members should note. During the two cycles of staffing for the 2006-2007 school year, applications will only be accepted electronically through PeopleSoft. If you will be actively seeking a position, you must ensure that you have access to a computer and that you are familiar with the electronic process involved in applying. Human Resource Services will be presenting workshops to those who need to learn or update these skills. Watch for information from HRS regarding these workshops. ECSSA will also publish these dates once they are available.

The March edition of this newsletter should contain more up to the minute information, as dates, schedules and processes are confirmed. Be sure to watch for upcoming staffing information as this important time of year approaches.

The heart benevolent and kind most resembles God.

Robert Burns

ECSSA Prayer

For the past ten years or so, ECSSA has been opening all its meetings with a prayer that was written specifically for our group. This prayer reflects our roles in the school district and how we, as support staff, demonstrate our commitment to the people we serve, and to our faith. The Executive and Board of Directors feel it is time for a new prayer. We would love to have this prayer written by one of our members, so have decided to have a “competition” to write a new prayer. We would like any interested members to compose a prayer of no more than 25 lines and submit it to the ECSSA office prior to March 30th. Please submit your entries by e-mail to ecssa@interbaun.com. The person whose prayer is chosen will receive two free tickets to our annual banquet. We look forward to reading your submissions. If you have any questions please contact the ECSSA office.



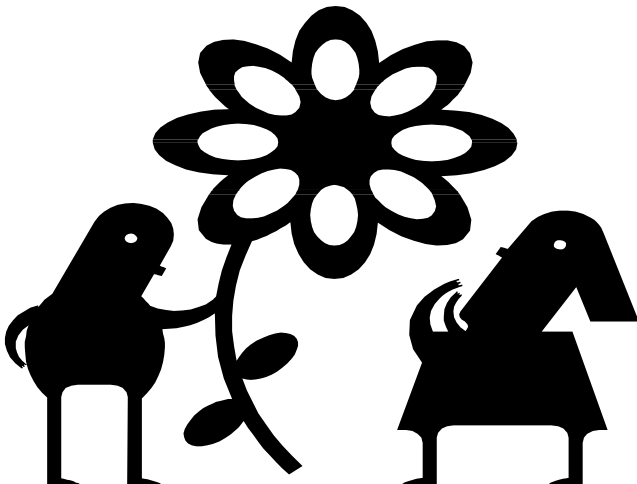
CEP Support Staff Conference

CEP has organized a conference of all CEP school support staff locals in Alberta. On February 24 and 25 ECSSA representatives will be attending this conference and meeting with our support staff colleagues from other school districts. This will be an excellent opportunity for all in attendance, as we discuss, share ideas and learn from each other. We have many issues in common as we are all facing

similar challenges caused by budget constraints. Some of the issues we will be discussing are: Harassment, Women in Leadership, LAPP (our pension plan), Lobbying Trustees. We will also be discussing bargaining issues that we may all share. We will be meeting with support staff groups from Calgary, Grande Prairie, Elk Island and a new Local from Quesnel, B.C. which has recently joined CEP.

Your own soul is nourished
when you are kind;
it is destroyed when you are
cruel.

Proverbs 11: 17



A Helpful Hint

It is amazing how many times over the years we have heard members say these words... “I wish I had kept a copy of that”. Start a file of any paperwork that directly relates to work. Keep copies of assignment letters, records of employment, performance evaluations, letters of recommendation, records of positions applied for. If you submit a classification review, be sure to keep a copy of the paperwork. If you are involved in a difficult work situation, keep a journal of incidents, noting dates, times, witnesses. You just never know when you may need these documents or how important they may become if, for example, you decide to file a grievance or harassment complaint.

It is also important for you to verify your pay every month. Make sure you are being paid at the correct level and step and that you receive your increments on your anniversary date. Following this helpful hint may save you a great deal of trouble in the future.

ECSSA Annual Banquet

Thursday, May 4th, 2006

Santa Maria Goretti Community Centre

11050-90 Street, Edmonton

Cocktails: 5:30 p.m. ~ Supper: 6:30 p.m.

Tickets: \$25.00 members ~ \$35.00 non-members

Information regarding ticket purchases will be sent to your worksite in March.

Mark this date on your calendars and plan to join your ECSSA friends and colleagues as

we honor our long service recipients and retirees.

Caring Report

We extend our sympathies and prayers to the following members: Margaret Meronyk of St. Vladimir on the loss of her sister and to Mary Jane Cox of St. Matthew on the passing of her mother.

We also wish to send our best wishes for a speedy recovery to Patti O'Keefe of Holy Trinity.

If you wish ECSSA to acknowledge the illness or bereavement of one of your colleagues, please visit the ECSSA website. In the **newsletters** link, you will find forms to fill out and send to ECSSA, to look after your request. Remember, we count on YOU to let us know about these circumstances.



CEP Scholarships

CEP is now accepting applications for their annual scholarship awards for the year 2006. These scholarships are available to members in good standing, their children or the children of retired or deceased members who were in good standing at the time of their retirement or death. Applicants must be entering or undertaking study at college, university or technological institute for the 2006/2007 session. Twelve scholarships of \$2000.00 are awarded across Canada each year. Applicants must submit an essay of 1500 to 2000 words on the topic: "What the Labour Movement Means To Me".

CEP also offers a scholarship to women who are undertaking study in non-traditional fields such as trades or technology.

More detailed information is available on the CEP website www.cep.ca. Follow the Education link.

If you wish to apply for any of these scholarships, call the ECSSA office at 419-2519, leave a message with your name and work location stating that you want the forms and information for the CEP scholarships. It is difficult to return calls on this scholarship as we get so many, so please just leave a message. All the necessary information will be sent to you via the District delivery service. The deadline for application and essay is March 31, 2006.

Meetings and Dates

Friday, February 24/Saturday, February 25	CEP Support Staff Conference
February 28	Negotiations
March 1	Negotiations
March 1—3	Support Staff Conference—Jasper
March 2/3	Support Staff Conference - Fantasyland Hotel
Monday, March 6.....	Executive Meeting
Wednesday, March 8	Board of Directors Meeting
Wednesday, March 15	Liaison

Negotiations

To date, ECSSA has met with the school district a total of ten times in this round of negotiations. We have completed most of the items that were on the agendas and have begun discussions concerning monetary proposals. We will be meeting with the District again on February 28 and March 1. It is our sincere hope that we will have a tentative agreement to present to our membership in the near future. We will update members on the status of negotiations at the General Meeting on March 15. Hope to see you all there.

*We cannot always
return an act of
kindness to the person
who bestowed it, but
we can pay back the
debt by helping others.*

Edmonton Catholic Support Staff Association
P.O. Box 1323
Edmonton, AB
T5J 2N2

Phone: 419-2519

Fax: 419-2519

E-Mail: ecssa@interbaun.com

Website: www.ecssa.ca

*Support Staff
The glue that holds it all together!!*