

ECSSA News

Edmonton Catholic Support Staff Association

June 2008



Thank You

As summer approaches and the school year draws to a close, I am able to look back at my first year as Employer Liaison Officer. It was a wonderful, exciting, frustrating and learning experience. I would like to express my thanks to all our members who through phone calls or emails had the courage to report workplace injustices and conflicts. It is only with your voice that I am able to start the (sometimes very long) process of correcting these wrongs. Together we were able to address many issues (coffee breaks, FTE, returns to work, reclassification, job postings, reassignments, overtime, extratime, time in lieu). I also thank Veronica Slavik and Denise White for their invaluable advice and kind words of experience throughout this past year. Thank you to the amazing people in printing services who always seem to get this newsletter out even when it is sent in late. And a very big thank you to the ECSSA executive and Board of Directors for all your help and understanding as I and my sometimes reluctant computer were able to come to grips with all the complexities of this amazing job. Thank you, Thank you.

June 30th

We would like to thank Superintendent Joan Carr for making these very important decisions that reflects the value of all our members.

Re: Salary for Monday, June 30, 2008

'The Superintendent, Joan Carr, has determined that 10-month support staff will be paid their regular monthly salary for June. There will not be a deduction for Monday, June 30. Please note that, Friday, June 27, 2008 will continue to be the last scheduled work day for all 10-month support staff.'

And

In the interest of equity among all support staff, Joan Carr has determined that the 12-month support staff need not bank time for Monday, June 30. They will only have to bank time for the remaining 5 Fridays in July and August. Please make sure the affected 12-month support staff are notified quickly so that they don't bank time unnecessarily.

ECSSA & CEP would like to thank everyone who clearly made their opinions on this matter known.

CEP - Local 52-A ECSSA Annual Report - 2007 - 2008

- Over 50 meetings were attended to represent our membership
- Over 1700 hours were worked by the Executive, Board of Directors and the Employer Liaison Officer to serve the membership
- Four "Traveling Union" information sessions were held for members
- New membership packages were distributed to new support staff
- ECSSA continued its support of the Pre-Retirement series of seminars
- ECSSA supported Technology Services with the administrative support conference
- ECSSA assisted in planning, and provided financial support to the support staff conference sponsored by Edmonton Catholic Schools
- CEP sponsored and ECSSA representatives attended the conference for Alberta school support staff CEP locals
- Elections were held for the position of Vice-President and Treasurer
- ECSSA supported special workshops for members working with hearing and visually impaired students.
- Grievances were handled on behalf of members
- Approximately 20 classification review requests were reviewed by HR/ECSSA joint committee
- Over 500 calls/e-mails were received from our members to discuss work conflicts, contract interpretation, benefits inquiries, and staffing questions
- Sympathies and get well gifts/donations and cards were sent to our members who became ill or suffered the loss of a family member
- Education bursaries were provided to our members to pursue professional development activities
- The ECSSA Professional Development and Wellness Library loaned resources to members and new resources were purchased and added to the collection
- Donations were made to Edmonton area children's charities
- Monthly Executive and Board of Directors meetings were held to conduct the business of our Local
- The ECSSA executive twice met with the ECS Superintendent and Board of Trustees to share information and discuss common concerns and issues.
- Union financial commitments were attended to: preparation of monthly financial reports, payment of invoices, tracking of union dues and reports to CEP
- Three members of the Board of Directors attended the CEP Annual Women's Conference
- The Employer Liaison Officer attended the AFL union school.
- The ECSSA Social Committee held another successful banquet to honor retirees and long service recipients
- Monthly Liaison meetings were held with the District to address support staff concerns
- Newsletters were prepared and sent to all our members to keep them informed of Local news
- Information and applications were sent to members interested in the CEP Scholarship Fund
- The ECSSA website was monitored and updated

Many of our Executive and Board of Directors gave of their time to participate on committees with the Division and/or other employee groups.

This is a very brief overview of the many activities ECSSA undertook on behalf of its members during this past year. Unfortunately, it does not reflect the hard work, dedication and commitment demonstrated by our Board of Directors, our Executive and our members at large. To all who have contributed to ECSSA over the past year, we extend our sincere appreciation. What makes working for ECSSA so special is being part of this amazing team. Many thanks to everyone!!!!

*We make a living by what we get...
But we make a life by what we give.*

Winston Churchill

ECSSA Banquet

A big thank you goes out to the ECSSA social committee for organizing another wonderful banquet. There was good food, wine and great friends.

It was a perfect opportunity to catch up with former coworkers and meet many new friends. Mark your calendar for next year; May 7, 2009.

We would also like to take this opportunity to thank many of our administrators and supervisors who have purchased tickets for their support staff to attend the banquet. Many are doing this as an appreciation gift for Administrative Support week and we think this is a great idea.

Cookies

Congratulations to Michele Viveiros—St. Leo, Nicole Culley - Sir John Thompson, Betty Frebrowski - St. Gerard, Denise Yasinsky - St. Gabriel, Rosie Paonessa - St. Bonaventure and Elaine Pinter - St. Anne who were all winners in the last cookie contest.

This time we are going to make it easier. To enter, email: your name, 2008-2009 school or site and the answer to this question; "What does the 'E' in CEP stand for?" to ecssa@shaw.ca by September 5, 2008. Individual entries only please.

Site Contact

The importance of communication was once again stressed at the General Meeting. Our most important link in communication are our site contact people. If you are a site contact person who will be unable to continue this position for next year, please consider asking one of your fellow workers to take assume this important position. All sites will be contacted to update the information for the coming school year.

General Meeting

At our recent General Meeting, elections were held for the positions of Vice-President and Treasurer. We were very fortunate that Elaine Cardinal will be continuing as Vice-President of ECSSA and Janice Bowman will also continue in her role as Treasurer. These positions will be in place until the end of the 2009–2010 school year. Both Elaine and Janice have continually proved their commitment to the support staff of Edmonton Catholic Schools and we all look forward to the next two years. Congratulations to you both!!

There was a question period and many good questions and view points were shared. We held a new door prize contest, but unfortunately the winner was not in attendance so we were unable to award the prize. (\$248.00)

Time in lieu

"Upon written request from the employee, the supervisor may allow the employee the option of taking time off in lieu of overtime pay." (Article 8.2)"

If you work extratime or overtime, either this school year or during the summer, you are to be paid for it. **You** have the option to ask your supervisor of taking "time in lieu" instead of being paid. You and your supervisor must agree on when you are going to schedule this time. If you cannot agree on a mutual time, fill out an extratime/overtime sheet and take the money.

Use the time-in-lieu sheet (in public folders) to record this time and schedule the dates with your supervisor in writing.

Caring Report

We extend our prayers and sympathies to: Kathleen Hamanishi-Lohner of St. Justin on the loss of her mother-in-law, Debra Robert of St. Joseph on the loss of her mother-in-law, Emily Brewus of St. Francis of Assisi and MaryAnn Goetz of St. Matthew on the passing of their mother, Christiane Yarmuch of J.H. Picard on the loss of her brother-in-law, Wendy Wharry of St. Richard on the loss of her mother and mother-in-law, Martha Moore of St. Joseph on the passing of her father and Geneva Hanna of St. Dominic on the loss of her mother-in-law.

Flowers and wishes for a speedy recovery were sent to: Janice Pytel of the Service Centre, Kim Schur of J.J. Bowlen, Lori Rizzo of St. Jerome, Maria de Oliveira of St. Jerome, Anita Davis of Archbishop Joseph MacNeil, Stephen Yeo of St. Gerard, Danielle Harper of Archbishop O'Leary, Judy Ferrari of Archbishop O'Leary, Birdie Bourque of St. Benedict and Sandy Alberda of St. Benedict.

Health Care Spending Accounts Information Session

Please plan on attending the information session on the HCSA. The procedures and timelines for this new initiative will be explained.

Thursday, June 19, St. Anthony Meeting Center, Room 7
4 - 6 p.m.

If you have any questions or concerns please e-mail:
Serena Brown at browns@ecsd.net

14th Annual AFL Kid's Camp

Check the AFL website (www.afl.org) for details on this wonderful summer camp for children of union workers. Learning is combined with recreational activities such as canoeing, wall climbing, hiking, horse back riding, rappelling, group challenges, crafts and swimming.

There is also a need for volunteer Leader/Junior Counselors.

ECSSA Summer Hours

The ECSSA office is officially closed during July and August. However, for our twelve month staff who may need assistance during this time, please feel free to call or email the office. Messages will be checked and your calls will be returned. Please be patient as holiday schedules may cause our response time to be a little slower than usual.

Edmonton Catholic Support Staff Association

**P.O. Box 1323
Edmonton, AB
T5J 2N2**

Phone: 456 ECSS (3277)
Fax: 473.3277
E-Mail: ecssa@shaw.ca
Website: www.ecssa.ca

Support Staff

The glue that holds it all together!!