

March

2006



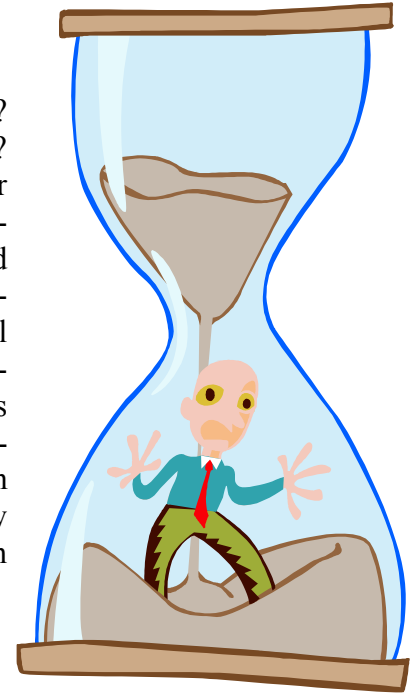
EDMONTON CATHOLIC SUPPORT STAFF ASSOCIATION

ECSSA News

Is it Time for 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. We all sometimes get too attached to our job, our co-workers and our workplace. That often makes us afraid of change. Even when we are feeling dissatisfied, we are reluctant to face a move. A move can be a very positive experience. New friends, new surroundings, new challenges...learning, growth and development. Is it time for a change?

Think About It



2006–2007 Staffing

Once again, we would like to outline some important points for our members to remember as we approach staffing for the 2006—2007 school year. On March 8 the 2006-2007 Staffing Procedures Bulletin was e-mailed to all ECSD Users. Each and every one of you should have received a copy in your e-mail. If you are going to be moving to another position for the 2006-2007 school year, please take the time to review this document and become familiar with the staffing process. Here are some of the more important points.

- ⇒ All continuous support staff should have confirmation of their assignment prior to **April 25** which is the date that has been chosen for supervisors/administrators to send reassignment forms to Human Resources. Please make sure you discuss your assignment with your supervisor prior to this date.
- ⇒ If you are continuous and your time is being cut by more than .1, you have two options. You may accept the reduced FTE, OR if you feel you cannot accept the reduction you **MUST** ask to be placed on the reassignment list. **This is the only way to exercise your right to your FTE guarantee.**
- ⇒ If you are being reassigned, ECSSA highly recommends that you attend the information meeting scheduled for **April 27**. This information session will outline your options and obligations as you go through the reassignment process. Human Resources will announce the time and place for this meeting. Watch for further updates on your e-mail or through the Human Resources newsletter "Reaching Out".

As always, if you need any assistance or have any questions throughout this process, please contact ECSSA at 419-2519. Do not hesitate to call if you are unsure of anything. We are here to help you, and provide you with any information, guidance or advice that you may need.

Support Staff Conferences

In early March many of our members attended either the Jasper conference or the Fantasyland Hotel conference. The feedback from both events has been excellent, and all who participated appreciate the opportunities afforded to them at these conferences. We know that there were many, many people involved in the preparation of these events. While it would be impossible to name everyone here, we would like to extend our sincere thanks to Debbie Hawrelak and the EATS Department, as well as Allison Betton from Human Resource Services. Each of these had a team of exceptional people who assisted in making these events such a great success. On behalf of those who attended—KUDOS for a job well done and many, many thanks!!!



CEP Support Staff Conference

At the end of February, seven of the ECSSA Board of Directors participated in a conference which brought together all the CEP support staff locals around Alberta. It was wonderful to meet with our colleagues from Calgary, Elk Island, St. Albert and Grande Prairie. Although the conference was only one evening plus a day, there was an exceptional agenda of topics. Friday evening was spent with a presentation on workplace harassment, and there was a great deal of discussion surrounding what “is” and “isn’t” harassment. On Saturday, the beginning session was on Women In Leadership, followed by an excellent presentation on LAPP (our pension plan) - how it works, what our contributions do for us and the unfunded liability issue. In the afternoon we enjoyed a session on Lobbying Trustees. Throughout the conference, we had the opportunity to hear from our colleagues with other school districts and to hear the challenges they face in their workplace. We would like to extend our thanks and appreciation to CEP for sponsoring this event, particularly our National Representative, Rick Klimchuk, who was instrumental in supporting and organizing this event. There was a strong feeling from all who attended that we hope this will become an annual event.



Caring Report

We extend our sympathies and prayers to Marilyn Moses of Archbishop O’Leary on the loss of her mother; Nancy Sousa of St. Angela on the passing of her father and to Norma Kloos of St. Mark on the loss of her mother. We would also like to extend our best wishes for a speedy recovery to Donna Horne of Louis St. Laurent and Barb Kostal of Austin O’Brien.

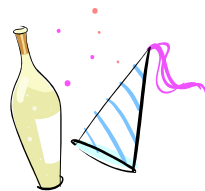
Please remember to let ECSSA know if any of your colleagues are ill or bereaved. The best way to let us know is to go to our website, follow the newsletter link. Scroll down the list of newsletters and at the bottom you will find two forms (one for Illness and one for Bereavement). Fill out the form and fax it to the number provided.

*If you don't like it, change it.
If you don't want to change it,
It can't be that bad.*

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.

ECSSA Professional Development & Wellness Library

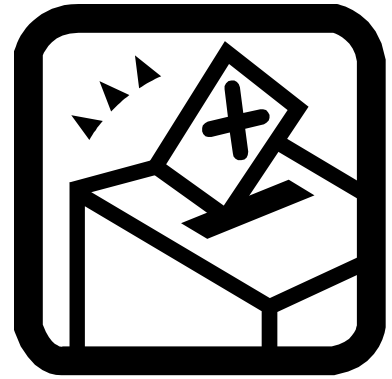
ECSSA has acquired some new resources that are now available to our members. Please visit our website for further information and on-line ordering information is you wish to borrow any of these new resources.

PB 0202	Feng Shui Your Workplace for Dummies
PB 0203	Power Phrases
PB 0204	The Power of Positivity
HC 0208	6 th National CEP Women's Conference
DVD 0205	Words of My Perfect Teacher
DVD 0206	OCD: The War Inside
VC 0207	Saving Alice – CEP
VC0209	Making Every Minute Count
VC0210	Kids Talkin' About Death
HC0211	Simply Pilates Book and DVD

PB—Paperback
HC—Hardcover
VC—Video Cassette
DVD—DVD

ECSSA Elections

A reminder that this spring ECSSA will be holding elections for the positions of Vice-President and Treasurer. If you, or anyone else you know, is interested in putting your name forward for one of these positions, please contact Lise Viel by e-mailing viell@ecsd.net. If you wish to learn more about the duties of these positions please check the January edition of our newsletter, which can be found by visiting our website at www.ecssa.ca



Meetings and Dates

Wednesday, March 15	Negotiations
Wednesday, March 15	General Meeting
Tuesday, March 21.....	Liaison Meeting (postponed from March 15)
Friday, March 24—Sunday, April 2	Spring Break
Monday, April 3.....	Executive Meeting
Wednesday, April 5	Board of Directors Meeting
Thursday, April 6.....	Substitute Appreciation Social
Wednesday, April 19	Liaison Meeting

*There is no sin punished more implacably
by nature, than the sin of resistance to change.*

Anne Morrow Lindbergh

Enjoy Your Spring Break

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Support Staff

The glue that holds it all together!!

