

ECSSA News

Edmonton Catholic Support Staff Association

November 2009



WHY UNIONS?

When we look at friends and neighbours having a harder time providing the basics for their families we need unions so that workers can have a say on the job and influence society.

Think of a workplace that has a supervisor who is difficult to work with. Perhaps this supervisor is listening to their personal calls, hovering over them, or berating them. The employees of this workplace would more than likely put up with this type of behaviour for fear of losing their jobs.

A union would provide these workers a representative to deal with their harassment complaints. There would be a formal grievance procedure in place to allow the union representative to pursue complaints with management. This process allows employees to question the supervisor's behaviour in a legitimate and objective way. It also allows management to respond to the problem and hopefully work with the union to find a mutually acceptable solution.

This is only one example. Unions add democracy and respect to the workplace by giving workers a voice in the work process and how it affects them.

Be proud to belonging to a group that cares about their members. It is us collectively that has bargained and agreed to what we feel is fair and just. This is not to say that we have all we need however, in solidarity and numbers we can gain more.

Wilma

The sole and basic source of our strength is the solidarity of workers, peasants and the intelligentsia, the solidarity of the nation, the solidarity of people who seek to live in dignity, truth, and in harmony with their conscience.

Lech Walesa

Sunday, December 6, 2009 at 10:00 a.m.

The Alberta Federation of Labour's Women's Committee
invites you to join us for an outstanding brunch experience
and solidarity event at
Murrieta's Bar & Grill
10612-82 Avenue, Edmonton, Alberta

Tickets are \$80, with a tax receipt for \$40 provided back to you.

Funds raised to go to the Olga Blondheim Fund

Recognizing that raising money for a campaign is often difficult for women the New Democrat Women's Candidate Fund was announced on March 6, 1986. The fund was renamed to honour Olga Blondheim after her death in 1987. Olga was a woman of deep social conscience, personal courage and integrity; a socialist and a New Democrat. Her gender and her party affiliation helped her define a vision of a just and equal society.

Remarks from:

Ms. Elisabeth Ballermann

Ms. Ballermann is the President of Health Sciences Association of Alberta (HSAA). HSAA has developed an ongoing partnership with the Alberta Council of Women's Shelters (ACWS) to develop a toolkit to address violence against women in the workplace.

Dr. Lise Gotell

Dr. Gotell is a Professor in the Women's Studies Program, University of Alberta. Her research interests include feminist legal studies, including the evolution of sexual assault law within the Canadian political context.

Ms. Rachel Notley

Ms. Notley is the MLA for Edmonton-Strathcona, and the NDP critic for 12 critic areas including Environment, Education, Advanced Education, Seniors, Children and Youth Services and Justice.

To purchase tickets contact the AFL at 780-483-3021 or at afl@afl.org. Make cheques payable to the AFL and indicate it is for the December 6th Brunch. Deadline to purchase your ticket is December 1, 2009.

ECSSA CEP 52-A has purchased two tickets for this event. We will be sending one of our Board of Directors and one lucky member. Please email your name and home phone number to ecssa@shaw.ca by November 30 to be eligible. The winner will be picked by random draw.

Caring Report

We extend our prayers and sympathies to Donna Brady of St. Nicholas on the passing of her father, Denise St. Laurent of Bishop Greschuk on the loss of her mother, Marion Comeau of St. Teresa on the passing of her mother and Maureen Simpson of Mary Hanley of the loss of her mother.

Flowers and wishes for a speedy recovery were sent to Nancy Litke of J.J. Bowlen and Rosie Paonessa of St. Bonaventure.

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.

Did you know...?

ECSSA's and the District's Collective Agreement speaks about the right of our members to have union representation during a discipline meeting. Article 22.1 reads,

"22.1 (a) It is the understanding of the parties that an employee may request Local representation at any point in the discipline meeting. If, during a meeting between an employee and their supervisor, the employee feels that the meeting has become disciplinary in nature, the employee has the right to request Local representation."

In the event that you are involved in a meeting that turns disciplinary in nature, politely say that you feel this meeting has become disciplinary in nature and that you wish to continue it at a later time with union representation. Then contact the ECSSA office.

And...

If a statutory holiday falls on an employee's regularly scheduled day off, then that employee shall receive an amount of time off based on their FTE to be taken at an alternate time.

General Meeting
November 30, 2009 at
J. H. Picard School, 7055-99 St.
5:00 p.m.

Please attend. Please read the agenda sent out to your site contacts and the article entitled "Francophone Composite" under Newsletters and Caring Forms on the ECSSA website.

Last month's Cookie Winners were: Helen Clevett of Good Shepherd, Deana Devine of St. Philip and Yvonne Van Elst of Archbishop O'Leary.

And I was very saddened when my lovely computer ate the May/June contest file. Imagine my joy and surprise when it reappeared this week! So, the winners of the May/June contest are: Fay Henry of St. Cecilia, Jenni Lambert of Our Lady of Peace and Eda McDonald of St. Edmund School. Congratulations and enjoy!

ECSSA Report

Wow! October was a very busy productive month. The ECSSA office received many calls and emails regarding FTE, hours of work, coffee breaks, staff conflicts, questions regarding the job postings, reclassification, sick leave, benefits, transfers and other concerns. We are happy that our members are willing to ask about these issues and are then using the information to help resolve concerns at their worksites. Please contact the ECSSA office with any concerns or questions.

Your Board of Directors were very busy sending out resources from our library, sending cards and wishes to our bereaved or sick members, receiving requests for professional development funds, attending meetings on Health and Safety, the CEP Women's Conference, the upcoming Support Staff Conference and the District's Board of Trustee meetings.

We were very pleased and honoured to be a part of the Round Table meeting held at St. James, St. Dominic and St. Mark schools. These were a fantastic opportunity to meet and share concerns. Information was shared in both directions and your Board of Directors and Executive received many great suggestions and ideas for strengthening our local. Thank you all who attended.

We met with our CEP representative, Rick Klimchuk, on numerous occasions to discuss the AAWE arbitration. Through CEP we have retained a lawyer who will be pursuing the arbitration. Please read the "AAWE November 16" update on our website. We also met with the district's liaison committee to discuss common issues and concerns and have had other meetings with Human Resources to address specific member's issues.

ECSSA attended on your behalf the government's Inspiring Education sessions and was also present at the Alberta Congress Boards conference on education and training. Both of these were an opportunity to meet with different stakeholders and provide them with education on the vital role you provide for our students and the province. ECSSA was also able to have our president and a Board of Director attend the CEP Fall School.

Your executive met with the District's Board of Trustees for a very insightful meeting. Your concerns over the upcoming budget and issues such as Year Round Schooling were discussed. We are very excited to be embarking on a joint campaign with the Board of Trustees on sharing your success stories with the public. Again, Wow! Thank you for keeping us busy and connected. Let us know your concerns and your suggestions.

Edmonton Catholic Support Staff Association

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Support Staff

The glue that holds it all together!!