



ESS President's Report

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November 30, 2023

As November is slowly coming to an end, we are all looking forward to the Christmas break. It has been a challenging start as we continue to navigate with the shortage of staff and absences due to sickness and still members contracting COVID. On a positive note, I participated in the board's orientation and looking forward to be able to add more members to our list. A gentle reminder to everyone that these members are new in the role of either the Secretary, Educational Assistant or the role of a noon hour assistant. Continue reaching out to the new members and when needed, provide guidance and information to help these new members navigate through their role.

Staffing:

The board continues to hire to help with the shortage of EAs replacing absences. In the mean time we have had a number of resignations and retirements which at times is difficult because new members need the time to learn and adapt to new students and new school environment.

Bargaining:

I want to thank Laura and the CBC team for working on preparing the brief so that it can be submitted to Provincial Office. The brief was presented to Council and Executive for endorsement before we send it off to Provincial Office to look at it and make the necessary changes.

Locally:

We do not have dates set for bargaining as of yet. We will be reaching out to inquire if they have dates available and when the board is ready to begin the process. Please stay tuned for updates.

Violent Incident Reports:

Continue filling them out. Kim is graphing and recording these incidences. Kim sits on the Health and Joint Safety Committee, along with other representatives to address issues that are happening in the workplace. Continue documenting and filling in the reports, it is the only way we are able to address the violence in the workplace. Please if you are in a situation where you are hit, threatened and even if the student is using profane language or makes comments that you are hurting them when in fact you are not even near them, make sure you fill out the reports. If the reports do not address this, email your admin and cc the union so that it is documented somewhere. **So if in doubt fill it out.**

OMERS:

Beginning in January of 2023 there will be some changes coming to our OMERS Pension Plan. Our part time and noon hour members will have the opportunity if they wish to begin contributing to a Pension plan. The way it works now is that a member has to complete 700 hours of work within the 2 year period before they are eligible to pay into the plan.

OMERS has launched a new podcast series. It is called the Pension Blueprint. The episode different aspects of the pension landscape across Ontario. This podcast helps listeners learn about the OMERS Plan and a kick-start their retirement planning.

The Pension Blueprint can be accessed on the OMERS website ([www.omers.com/the -pension-blueprint-podcast](http://www.omers.com/the-pension-blueprint-podcast))

Benefits- OTIP

When you become a full-time employee please make sure you look at your email. You will receive an email indicating that you are eligible to enroll in benefits. **Do not ignore this letter.**

Attendance Management Support :

As of December 1st, 2022, ADSB will be implemented the Attendance Support Program. On Wednesday November 16, 2022, a meeting was held by ADSB. In this meeting the board went over the plan to implement the policy, which will begin Dec 1st, 2022.

We as Union leaders expressed our concerns regarding the policy and the timing of implementing this policy. The response was that they have heard our concerns but are moving forward with the implementation of the policy.

Since the implementation of the Management Support Plan we have had a number of meetings with members. Please note that any meeting with the admin please ensure you have representation. It is your right to have representation.

You do not have to disclose medical issues however if you have an underlined medical condition the board may request medical to substantiate it and you will be excused from the Attendance Support Program.

AMPA:

AMPA will be taking place from March 10-13 of 2023. The ESS have been allocated five positions. In accordance to our constitution two of the delegates shall be President and Vice President. If we have more than three delegates putting their names forward, a vote at council will be held and if there are more than three delegates a wait list will be put forward.

Supervision- If there is no admin or teacher please continue to record and send the information to me. It appears that we should have documentation of when we are left alone to supervise. It is contrary to our contract.

Use of Cell Phones: If you are being asked to use your cell phone to document information, or it is easier for the admin to communicate with you, I caution you because it could be perceived as using it for personal reasons. This is not an expectation that you use your personal device to do board documentation. If you are

expecting a very important call let your admin know. Members have been disciplined for the use of technology.

Roles and Responsibilities: If you are being asked to perform a duty and you are not comfortable with it please notify me and I will look into your situation.

If working with a child on a support plan please take the time to review the plan especially if there are behaviours and specific direction as to how to deal with a situation.

Leaves:

Just a reminder that if you are requesting a leave for the purpose of going on vacation make sure you have the approval from the board before booking flights and hotels. Sick leave you will need a note but wait until the board requests a note. If the board requests a note they will pay for the note.

Retirements:

Congratulations to the following members on their retirement. Debbie Taylor, Lois Shewfelt, Sharleen Lavoie and Frank Sacchetta. Wishing them good health, happiness and great adventures.

As we look forward to the Christmas Break I want to wish each and everyone a Merry Christmas and Happy New Year. Enjoy your family and friends and try and stay healthy and safe.

