

EA'sy Talk



President's Message

Welcome to the 8th year of your newsletter, *EA'sy Talk*. The success of this newsletter is dependent on the articles, information pieces, pictures, cartoons and such, which are sent in by you, the membership. A closer look will tell you that *EA'sy Talk* covers a myriad of topics. Remember that knowledge gives insight, so give it a read. I would like to thank the editor of this wonderful newsletter, Julie Lapierre, for her continued commitment and dedication.

The 2008/2009 school year looks to be an exciting one. As your President, I am committed to the membership and will focus on the challenges that lie ahead. I will work diligently on your behalf throughout the upcoming year. I will endeavour to communicate with you the membership, on a regular basis, through a variety of sources including memos, Branch meetings, new members' events, the District Website and this newsletter.

These are very interesting times we are headed into; we will be meeting with the board during October to negotiate our 6th collective agreement. You will be kept up-to-date via a 'Negotiation's Update' which will be sent to schools through the courier. The evaluation stage of pay equity is almost complete. The next step will not take place until after negotiations are complete.

As we go about our business throughout this school year we must draw upon each other and on our strengths and solidarity to collectively meet the demands we are faced with everyday.



I hope that all members, whether you are a new member, seasoned member, full time, part time, permanent, long-term casual or day-to-day- supply, have a great year with the student(s) you work with and with the colleagues in your workplace. Know that your success is because of your professionalism, commitment and dedication to the school, special needs team and the student(s) you support each day.

Patty Coates

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Although care has been taken in preparing the information contained in this publication, accuracy cannot be guaranteed. The opinions and views expressed do not necessarily reflect the opinions of OSSTF

National Do-Not-Call list for Canada started Sept 30, 2008

Signing up is simple and quick. It's the telemarketer's job by law to check and respect the National DNCL . Some kinds of calls are exempt — the National DNCL does not apply in every case. If you do receive a valid call, the telemarketer has to follow Canada's Unsolicited Telecommunications Rules. You may ask to be put on a telemarketer's own do not call list at any time. Complaints can be made quickly and easily by phone or online, and any telemarketer found to be in violation of the law can receive financial penalties. **To sign up go to www.dncl.gc.ca or call 1-866-580-DNCL (1-866-580-3625) to register.**

Canadian Labour Congress Campaign for Woman's Equity

Women now work in greater numbers in the labour force than ever before. Two-thirds of women, with children under three years of age, work. Women have fewer children than a few decades ago and they only take, on average, six months for maternity leave. Women work longer hours. Almost 50% of women aged 25 to 45 have post-secondary education. For more information visit:
http://canadianlabour.ca/en/womens_economic_equa



New Member's Night

Wednesday, October 29, 2008
5:00 p.m.
at the
OSSTF District Office
63 Collier St. Barrie

All new members within the past 3 years, casual members as well as any member may attend this informative event.

RSVP 726-1722 By October, 24, 2008

New Web Site/Addresses to Note

- New district web site: www.d17.osstf.ca
- New Bargaining Unit e-mail addresses: pcoates.d17@bellnet.ca
office.d17@bellnet.ca
- Provincial web site: www.osstf.on.ca



SIX STEPS TO IMPROVE THE SUCCESS OF YOUR BARGAINING UNIT

1. Attend meetings. Keep your promise to attend, especially where an RSVP has been requested: your executive or branch president may be providing food and will be counting on those numbers. It is discouraging for those planning the meeting when attendance is minimal.
2. Be punctual, respectful of the time that others are investing by their attendance.
3. Support your executive and other bargaining unit officers by asking questions of clarification at the time of the meeting. If a question comes to mind following the meeting, be sure to contact a member of the executive or your branch president to ensure that you receive accurate information.
4. Volunteer, even in the smallest way. It is encouraging to your executive and branch president if they realize there will be assistance along the way.
5. Welcome new members in your work location to your bargaining unit. Make sure they know where and how to access information from your bargaining unit.
6. Don't hesitate to express your appreciation to those leaders in your bargaining unit who are volunteering their time, working diligently on your behalf.

BULLYING IN THE WORK PLACE

“Everyone has the right to be respected and the responsibility to respect others”

(bullying.org)

WHAT IS BULLYING?

Bullying is a conscious, wilful, deliberate, hostile and repeated behaviour by one or more people, which is intended to harm others. Bullying takes many forms, and can include many different behaviours such as:

- * Physical violence and attacks
- * Verbal taunts, name-calling and put-downs
- * Threats and intimidation
- * Extortion or stealing of money and possessions

(bullying.org)

“Bullying is not about anger. It is not a conflict to be resolved, it’s about contempt – a powerful feeling of dislike towards someone considered to be worthless, inferior or undeserving of respect”

(Barbara Coloroso “The Bully, the Bullied and the Bystander”)

WHAT SHOULD YOU DO IF YOU THINK YOU ARE BEING BULLIED?

1. Objectively determine if what you are experiencing is normal interpersonal tensions or bullying.
2. If you feel comfortable speak to the person who is bullying you and point out how this behaviour makes you feel and request for this behaviour to stop immediately. The person being confronted may think their actions are acceptable. You may need to add that if the bullying persists you will file a formal complaint.
3. You should contact the union office at anytime for information and assistance as well as before pursuing a formal complaint.
4. If the bullying continues it is best to keep a written record of the dates, times and witnesses of the incidents and any attempt to resolve the issue.

For further information and statistics on bullying visit, www.osstf.on.ca

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Julian
Domenico

Melissa Albanese, E.A., FXO and her husband Claudio, welcomed a baby boy. Julian Domenico was born on August 9th at 1:50pm. Julian weighed 7lbs 8oz. Sister Alissia loves to give her new little brother lots of kisses. Congratulations!

- Your Executive 2008-2009**
- President
 - Patty Coates**
 - Vice-President
 - Catherine Johnson**
 - Treasurer
 - Ivana Higgins**
 - Recording Secretary
 - Julie Lapierre**
 - Health & Safety Officer
 - Richard Anderson**
 - Executive Officers
 - Lucy Shepherd**
 - Richard Anderson**
 - Lisa Gauthier**
 - Casual/Supply Rep
 - Bobby(Roberta) Gamache**
 - Youth Rep
 - Jenna McGinty**

Sisters Amanda and Melissa give birth 44 days apart!!!!



Melissa Amanda

Congratulations to Amanda Shea (nee Lynch) E.A. St. Pauls, Alliston and her husband Ryan on the arrival of their new baby girl, Tia Elizabeth. Tia arrived June 26th at 10:36 a.m. weighing 8 Ibs. 8oz. Congratulations to Amanda and Ryan on the birth of their daughter Tia.



Tia

New Addition to EA'sy Talk....DID YOU KNOW? By Lucy Shepherd

****According to Frankie Flowers, if you have an ant problem, Mix equal parts white sugar and Borax powder, mix well and spread around your ant problem. The ants think its all sugar and feed it to the Queen, No Queen no colony.**

****Under the OSSTF Code of Ethics and Standards of Professional Conduct Bylaw 4 Ethics (from the OSSTF's Handbook page 14) "The member's professional conduct should be characterized by courtesy and good faith and should imply the obligation to refrain from public criticism of the member's colleagues". Until next edition....**