

**Your Executive 2010-2011**

**President**

Richard Anderson

**Vice-President**

Lucy Shepherd

**Treasurer**

Jennifer McQuirter

**Recording Secretary**

Julie Lapierre

**Health & Safety Officer**

Lucy Shepherd

**Executive Officers**

Roberta Gamache

Jenna White

Rita Golds

**Casual/Supply Rep**

Ashley Penwarden

**Youth Rep**

vacant

**New Member Rep**

Darlene Morrin



Lucy Shepherd and Rita Golds at OFL  
H&S Conference



Congratulations to Amanda Shea (E.A., St. Paul's Alliston) and her husband Ryan on the birth of their second child, Onya Grace Shea. Onya was born on June 30th, 2010, weighing 7lbs. 14 oz. Big sister Tia is looking forward to playing with her new little sister. Thank you Amanda for sharing this wonderful news with us!



School Rep Training at Bayview  
Wildwood Resort 2010

# EA'sy Talk

## President's Message

**I**t is hard to believe that the holiday season is almost upon us. The time between the first day of school and now has gone by fast. I know the start to this school year was difficult for a lot of us but I want you to know, that your executive pulled together and we worked our way through the rocky start. I believe teamwork is number one. Your executive is a great resource and I will continue to encourage them to stand strong and assist the EABU with any issues that arise. I want to also take a moment to thank all those who have stepped forward to help on the front lines, the School Representatives, Branch Collective Bargaining Committee Representatives and the Branch Health and Safety representatives. We could not function without your assistance.

The fall was very busy with branch meetings, weekend School Rep training, new member's night and Health & Safety training. Some of the accomplishments and changes this fall are our additional 45 minutes a week in place for BOTH elementary and secondary members and 100% of our EHC and Dental benefits are now paid for by the board.

We have new members from St Peters in Parry Sound, and have the new DECE's members as part of our bargaining unit.

I hope all of you are now aware that I have been placing Updates at [www.d17.ossf.ca](http://www.d17.ossf.ca). When there is new information to be shared, I will post it there for the membership to read.

I want to thank everyone for their support and patience while I settled into my role as your new President. The kind words of encouragement in the many e-mails and phone calls I have received has been very much appreciated. I also want to thank Julie Lapierre for resuming her role as Editor of EA'sy Talk.

As we look forward to the Christmas holidays and a New Year, take time to reflect back over the past months. I want to wish all of you, a relaxing and joyful holiday season with family and friends, have a wonderful Christmas.

Richard Anderson  
EABU President



\*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\*

This issue created by:

Julie Lapierre

Produced for:

OSSTF District 17,  
Educational Assistants  
63 Collier Street, Barrie  
ON, L4N 1G7

Phone: 705-726-1722

Fax: 705-726-4655

E-mail:

office.d17@bellmet.ca or  
randerson.d17@bellnet.ca  
www.d17.ossf.ca

Articles, anecdotes, photos  
and suggestions may be  
sent to the editor.

Editor:

Julie Lapierre

Phone:

705-424-3280

Fax:

705-424-0462

E-mail:

jewels1958@

hotmail.com

**Your 2010-2011 Executive  
Wish you a Wonderful  
Holiday Season**

Back Row-Lucy Shepherd,  
Rita Golds, Bobbie Gamache,  
Ashley Penwarden

Front Row-Julie Lapierre,  
Richard Anderson,  
Jennifer McQuirter, Darlene  
Morrin

Absent- Jenna White and Patty  
Coates



**SMCDSB Mentoring Program for Educational Assistants**

Submitted by Patty Coates

The Simcoe Muskoka Catholic School Board has developed a mentoring programme similar to the New Teachers Induction Program (NTIP). The one main difference is that the NTIP program is legislated by the government and mandatory for all new teachers, Principals and Vice Principals where as the mentoring programme for Educational Assistants is voluntary.

Components of the program:

- E.A.'s participating in the programme will be released from their work to attend meetings, training workshops and to meet with mentor/mentee (those who are supply E.A.'s will be paid as though they are at a school.
- It is a supportive relationship one can rely on throughout the year.
- An opportunity to build new skills and accelerate professional learning
- A sounding board for discussion questions, issues and concerns
- A source of constructive feedback from mentor who acts as a role model, facilitator, coach and advisor
- Is not evaluative nor judgmental

While there are enough mentors at this time, we are looking for Educational Assistants, permanent and supply, who would like to participate in the programme as a mentee. Participating in the programme as a mentee is looked upon as a positive professional venture aimed at discovering, developing, and maximizing ones potential. Mentoring is a collaborative process between the mentee and mentor. Being part of a mentoring team can take many forms such as on-to-one mentoring to on-line mentoring.

If you are interested in being a mentee please contact Denise Calvert at [dcalvert@smcdsb.on.ca](mailto:dcalvert@smcdsb.on.ca)



**Pay Equity**

What is "Pay Equity"?

Pay Equity is a multi-step process which identifies if there is a gap in compensation for work performed by a female predominant job class compared to male job class who work for the same employer. The Pay Equity process is the responsibility of the Union and the Employer (the parties) as per the Pay Equity Legislation. A reminder that although pay equity looks at compensation of the male and female job classes it does not guarantee a pay increase or compensation pay out. Many factors such as Skill, Effort, Responsibility and Working Conditions of both female and male job classes are looked at during this process.

Where are we in the "Pay Equity" process?

In 1999, a Pay Equity Plan was established for our Bargaining Unit. Following the establishment of any Pay Equity Plan the parties must engage in regular maintenance to ensure the female job class is on par with the male job class with respect to compensation and benefits. During maintenance of the plan it was discovered that there was a 'change in circumstance' with regards to the designated male job class comparator. This called for the process to be revisited.

We began this last step in May, 2010. The Steering Committee has met with the Board twice prior to the end of school year. Further meetings have yet to be scheduled. It is now in the boards hands.

Why does the Pay Equity Process take so long?

There are a number of factors which play into the time it takes to achieve a pay equity plan such as the number of committee members, turnover of the key players on the committees, difficulty scheduling dates and the ability to come to an agreement. If at any time during the process the Pay Equity Commission becomes involved, the time-lines are further extended. Visit [www.osstf.on.ca](http://www.osstf.on.ca) if you would like further general information about Pay Equity Also visit [www.equalpaycoalition.org](http://www.equalpaycoalition.org) to read about a framework for action on pay equity in Ontario

Respectfully submitted by: Patty Coates, Steering Committee

**EMPLOYEE ASSISTANCE PROGRAM (EAP)**

The EAP is a part of our benefits package that provides assistance to you and your immediate family. The EAP can assist you with: personal well-being, relationship issues, family issues, addictions, and workplace challenges. This service is confidential and there is no cost to you for short-term assistance. The EAP provider is Warren Shepell and the phone number is 1-800-387-4765. You can also go to [www.warrenshepell.com](http://www.warrenshepell.com)

