

INDEPENDENT ASSOCIATION OF SUPPORT STAFF NEWSLETTER

June 2022

www.iass.ca office-info@iass.ca (514) 426-1003

Presidents Message

Allison Provost

As the school year comes to an end one cannot help but reflect on the past 2 plus years. Covid 19 and its many variants has taken its toll on all of us.

Mental Health issues are at an all-time high, everyone is tired and exhausted.

The stresses of the past 2 years and the Decrees our government put in place have definitely influenced morale and the work environment.

Please know that your voice has been heard and the IASS Executive has made, and will continue to make, the changes to improve the Support Staff working conditions, work life, as well Communication between our Union and its members.

Know that being an Independent Association (Union) does not mean we do not have a voice, rather it means we are able to focus on the particular needs of the Support Staff employees of the LBPSB. Our value lies in the very fact that our union was created by support staff and exclusively serves support staff.

What I have learned is we can always do better. With your best interest at heart, the IASS Executive will keep working to improve and modernize its ways to serve the members even better.

A Union meeting will be held in the Fall 2022 to present all Local and Provincial Negotiation points prior to making our final deposit. Thank you to the many who have already reached out with many suggestions and demand requests. Your input is much appreciated.

Many of you who had signed up with the Local 800 have reconsidered and rejoined the IASS, THANK YOU.

We are asking that, for those of you who may have signed up with the Local 800/FTQ, reconsider your decision. We truly believe as an Independent Association we are better able to meet your needs, as we are available and close. We know and understand the many different Support Staff positions (38 classifications). The IASS Executive has many years of experience in the Elementary, High School, Adult and Vocational Education environments. We actively represent all the different employee groups.

I want to thank our School and Center Delegates for being the link between the Union and its members, your help and support is invaluable.

On behalf of the IASS Executive I want to thank each and every one of you for the work you do for the students of the LBPSB and their families.

My wish for you is that you take some time to recharge and spend time with family and friends. Take time for yourself.



Calendar of Events

June 23 – Last Day for all Youth Sector Students

July 25 – August 5 – Official Shutdown

August 24 – Priority Pool (Integration Aides)

August 30 – First Day of School

October 14- IASS AGM



TESTIMONIALS

Diane Desgroseilliers-

Integration Aide

“I would like to thank our union for all the help they have given me over the years. When you call, they ALWAYS respond. I am proud to be a member of the IASS They are always looking out for our members they are there for us. I would like to thank them for the support they gave me when my mom passed, they answered all my questions suggested help if I needed. Their support meant so much to me during this difficult time. We are not just members but are treated as individuals and they take our problems and suggestions as part of who we are. THEY CARE!!!!!!! “

« Madame Provost,

Cette lettre est pour exprimer ma satisfaction avec les services du Syndicat IASS. L'Association a toujours répondu à mes demandes et surtout pour leur support quelques soient les difficultés.

Merci à vous, d'avoir pris le temps de répondre à mes besoins et de l'aide que vous m'avez apporté même si vous étiez très occupée.

Continuez votre précieux travail et surtout de bien nous représenter. «

*Michelyne Bergeron Armorer-retired
Daycare Technician now Student Supervisor*

Retirements 2021-2022

Congratulations and Thank You!



Maureen Condon-Clearpoint
Barbara Cotter-Clearpoint
Elaine Sher-Kingsdale
Deborah Bussey-Beacon Hill
Richard Kilmas- Beurling Academy
Nica Golitzinsky-Beaconsfield
Nancy Harvey (Dubuc)- Beaconsfield
Soudabeh Hadji Showleh- Beaconsfield
Sally Halsted-Birchwood
Cathy La Serra- Children's World
Kathleen Campbell-Directorate
Diane Desforges-Dorval
Debra Larsen-Evergreen
Sandra Nicholson-Evergreen
Karen Ramage-Evergreen
Kathryn Murrison-Evergreen
Marie Louise Andersson-Evergreen
Diane Foucault-Finance
Dianne Allen-Forest Hill Senior
Cynthia Maxwell-Forest Hill Senior
Susan Reece-John Rennie
Margo O'Donohue-Edwards-John Rennie
Rene Stewart-Lakeside
Joanne Adkins-Lasalle Junior
Sandra Langlois-Margaret Manson
Catherine Auger-PCHS
Christine Cisowski-Thibault-PCHS
Yolande Rousse-PEC
Catherine McPhail-Place Cartier
Margot Dalton-Place Cartier
Eileen Neeson-Place Cartier

Diana Sweeney-Sherbrooke Junior
Helen O'Keeffe-Sherbrooke Senior
Cheryl Libman-Springdale
Eleanor Zuckerman-Springdale
Margaret O'Hara-Springdale
Janet Masserelli-St Edmund
Shiela Sherbo Showers-St Anthony
Cindy Lockhart-St Anthony
Debra Anne Thompson Lemieux-St Charles
Cynthia Swinburne-St. Charles
Katherine Robinson St Patrick
Karen Murray-Edgewater/ St. Patrick
Diane Desmarais-St. Thomas
Karen Purcell-St Thomas
Helen Capogreco-St Thomas
Krista Urban-St Thomas
Anne Presz-Lafreniere-Sunshine Academy
Cynthia Charles-Terry Fox
Gail Thompson-Terry Fox
Sandra Mingo-Verdun
Karen Braham-Westpark
Beverley Strickland-Leblanc-Westwood Junior
Shelley Walters-Westwood Senior
Anne Dorion-Horizon
Helen Hodgson-Mount Pleasant
Deborah King-Brassard-Edgewater
Diane Prud'Homme-Macdonald H.S.
Hildegard Tohn-PCHS
Phillip Deschamps-Beaconsfield
Maureen McAfee-SSD



Testimonial

"The IASS answered all the questions I had when I called about applying for jobs and how the process works. I was worried about the testing, but Allison reassured me. She was patient and honest with me at all times. Even when I didn't agree with how things work, I still felt supported and heard. Thank you IASS."

Ashlea Paxton- School / Centre Secretary

Negotiations

2020-2023 Local Arrangement // Collective Agreement

LOCAL ARRANGEMENT

We are now beginning the negotiations with for our Local Arrangement with the Lester B. Pearson School Board. We are always looking for input from our members on what they would like to see changed/addressed. All submissions can be done by visiting our website www.iass.ca and completing a form or by emailing us at office-info@iass.ca. The different suggestions we have received already are:

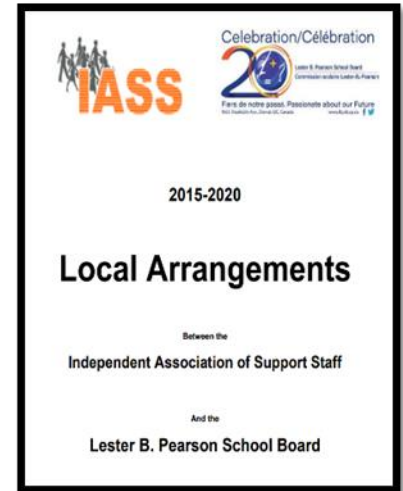
1. Compensatory time
2. Travel Expenses
3. Overtime in Daycare
4. PLA Days
5. Leaves of Absence
6. Cell Phones
7. Posting Blackouts
8. Exploratory/Disciplinary

These are just some of the suggestions we have received and are still hoping for more. If you would like more information on what points our local arrangement covers, go to our website. Our 2015-2020 Local Arrangement can be found in documents and a form is available in the News section.

COLLECTIVE AGREEMENT

Although our deposit is submitted to the CPNCA in October 2022, members are invited to submit their suggestions on what they would like to see changed in the Collective Agreement. Visit our website for a look at our current and past Collective Agreements with the provincial government. Unfortunately, the CPNCA have not yet completed the translated version of our 2020-2023 Collective Agreement. We will share it as soon as it is completed. Any submissions can be made by filling out the form located on our website (same as for the Local) or by emailing us at office-info@iass.ca

Submission Form: www.iass.ca/collective-agreements



Submission for Local/Collective Negotiations

Items applicable under our Local Negotiations *
(1) Posting
(2) Union meetings and use of premises
(3) Documentation
(4) Union prerogatives
(5) Union representation
(6) Union dues
(7) Labour relations committee (participation)
(8) Disciplinary measures
(9) Leaves without pay
(10) Work schedule
(11) Hygiene and safety
(12) Payment of remuneration
(13) Travel expenses
(14) Transfer of personnel (subject to job security, job priority and acquisition of permanent status)
(15) Distribution of paid holidays
(16) Professional improvement (except quantum)
(17) Civil liability
(18) Grievance and arbitration (only as to matters negotiated locally)
(19) Contract work
(20) Annual vacation (except quantum)
(21) Savings fund
(22) Clothing and uniforms
(23) Overtime (except quantum)

*Any submissions made that do not fit into the allowable items for Local Negotiations will be added to the Collective Negotiations dossier.

Please clearly write your submissions to the Negotiation Dossiers in the below fields. If there is not enough space, feel free to add pages as is necessary and send to office-info@iass.ca or through inter-board mail to IASS.

IASS WEBSITE




The new IASS website is a work in progress, and we are making changes all the time. We have changed our Domain and have been working hard to update and include as much information as possible. If you see that something is missing that was on the older version, please let us know so we can make the adjustments.

What information have you been looking for? Have you looked in the FAQ section? Many regularly asked questions can be found here. www.iass.ca

Local 800 Raiding Period

Re-signing with the IASS

RESIGNATION FORM	
	
To whom it may concern I, the undersigned _____ _____	
Residing at : _____ _____	
Cease to be a member of :	
L'Union des employés et employées de service, section locale 800 (UES)	
Such resignation shall be effective on the date of its notification to the said Association.	
IN WITNESS WHEREOF, I have signed this day of _____ 2022	
_____ Signature	
_____ Witness	

The Pre-Raiding period has been a difficult one for all our members, especially at a time when energy is low, and exhaustion has taken over. The Local 800/FTQ have said a lot while not really solidifying any real promises. The IASS has and will continue to fight for our members while evolving with the needs and demands that members bring forward. Being an Independent Association does have its perks. Allowing us to grow and evolve with our membership. We have and understand the concerns and have been making the changes required to fulfill our responsibilities. We are available and accessible to answer questions and find the solutions that meet the needs of our groups.

For anyone who has filled out a membership with the FTQ Local 800 but wish to re-sign with the IASS, please let your delegate know or call the IASS office and we will email you a form to fill out (yes, you do not need to pay). In order to re-join the IASS, you need to fill a resignation card from the Local 800/FTQ and re-sign a new membership card with the IASS.

We look forward to hearing from you.

Summer Hours for the IASS Office

June 27 to July 15, 2022

Monday-Thursday 8:30am – 4:30pm Fridays 8:30am – noon

July 18 to August 5, 2022

Closed

August 8 to August 26, 2022

Monday-Thursday 8:30am – 4:30pm Fridays 8:30am – noon