



INDEPENDENT ASSOCIATION OF SUPPORT STAFF UNION INDÉPENDANTE DES EMPLOYÉ(E)S DE SOUTIEN

COMMISSION SCOLAIRE LESTER B. PEARSON SCHOOL BOARD

Did you know?

Our union structure is both flexible and efficient. It allows us to adapt and respond quickly to the requests of the members we represent. This is what allows us to make the best decisions to solve problems encountered by the Support Staff of the LBPSB.

In addition, we are independent and autonomous. As such, we do not have to send contributions or a share of the union dues to organizations that don't know our needs, to organizations that advocate for issues that don't concern our members. This explains our effectiveness in promoting the interests of our members, in defending them while keeping the cost of union dues well below what other unions do charge.

The IASS offers great services in every field that is of interest to the Support Staff employees of the LBPSB, here is a good overview:

- Legal representation and counsel by experienced lawyers and legal defense, assistance for CNESST, harassment cases and the defense of grievances;
- Expert representation and negotiations for our competitive employee group insurance;
- Representation of the members in various committees: Pay Equity Committee, Classification Plan Committee, Special Needs Advisory Committee, Health and Safety Committee, Labor Relations Committee, Local Bargaining Committee;
- Negotiation of the collective agreement by the Union with a team of dedicated professionals for the best interest of the members;
- We also sit on the Professional Development Committee and actively seek out webinars and workshops for our members;
- Our members have access to the EFAP (Employee Family Assistant Program) which offers free support with legal issues, all areas of addiction, health support (physical and mental), workout videos and more...

The IASS is an independent union with its own bargaining unit that was created by the members, exclusively for the members. As such, it offers the following advantages to all Support Staff:

Proximity

Members have a direct contact with the Executive of the Union, that works **exclusively** for the members of the IASS, and your inquiries will be answered promptly by someone who is **available** and knows first-hand about the issues and particularities of the Support Staff employees of the Lester B. Pearson School Board.

Experience

The IASS knows about your day-to-day job. Its Executive is made up of devoted members of various job classifications.

Personalized service

As an independent Union, we can offer services not only of quality, but personalized and adapted.