




# Support Report

October, 2007




## President's Report

It's my pleasure to welcome you back to school. This school year has gotten off to a bit of a busy start but every day I cross one more thing off of my to do list. Only 566 more things to cross off and I'll be well on my way into November 1<sup>st</sup>! This is going to be a busy year for your union executive. First up was our Provincial election on October 10<sup>th</sup>. Happily, Liz Sandals is still our MPP for Guelph. Thanks to all those who volunteered on her campaign. For the next election, we need to work on turning our Dufferin and North Wellington ridings a colour other than blue!! Your collective bargaining team will also be heading into negotiations with the Upper Grand School Board very shortly. I will be keeping you updated on that process. Please remember to keep me updated on any issues in your schools that may affect our negotiations such as excessive [over 75 mins] supervision, not getting lunches or breaks and any other pertinent issues.

Lastly, I hope that you all had a very Happy Thanksgiving. Enjoy the beautiful fall colours and this gorgeous weather. I will see you all at our PD Day on October 26<sup>th</sup>, in Alma.

Best wishes,  
Tracey Selkirk



## Collective Bargaining Committee

We have completed our brief and have given the Board our 'intent to bargain'. We will be presenting the Board with our brief at our first negotiations meeting. After that time we will call a meeting and share our brief with our members. Thank you so much for your valuable input into our brief. We are sincerely hoping we come to a fair and reasonable settlement for our members.

### Something to think about...

A Native American elder once described his own inner struggles in this manner:  
Inside of me there are two dogs.  
One of the dogs is mean and evil.  
The other dog is good.  
The mean dog fights the good dog all the time.  
When asked which dog wins,  
he reflected for a moment and replied,  
'The one I feed the most.'





### Executive 2007-2008

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Vice-President - John Potoczka  
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Secretary - Ann Tyndall  
Phone: 519-942-4281  
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Treasurer - Trish Rubenstein  
School: 519-821-4510 ex 328

Health & Safety - Karen Duski  
Phone: 519-856-9729  
School: 519-821-4510 ex 328

Communications - Lynda McLeod  
Phone: 519-855-6112  
School: 519-833-9621

Ed Services - Cathy Bruder  
Phone: 519-763-2199  
School: 519-822-7090

Chief Negotiator - Tracey Selkirk/  
John Potoczka  
Pay Equity Officer - Tracey Crewson

Casual EA Deanna Turton

### Janice Rafter

*Do not stand at my grave and weep.  
I am not there, I do not s leep.  
I am the sparkle in the snow.  
I am the shredded leaves that blow.  
I am the sunlight on growing grain.  
I am the gentle summer rain.  
I am the quiet bird at night.  
Circling about; Taking flight.  
So do not stand at my grave and weep.  
I am not there, I do not s leep.*

*Jan passed away suddenly, at her cottage, this past July 2007.  
Jan loved her job as an Educational Assistant.  
It is that Jan, the loving, compassionate, advocate for children,  
that we will always remember.  
To each of us, Jan was special in many different ways.  
I always remember her concern for the children- her own- and  
the many others that only belonged to her for a short time each  
school year. Jan is very greatly missed at her school, St Isaac  
Brock, and by her loving family and friends.  
Our thoughts are with Jan's beloved children, Jen and Brian.  
We know that this is such a difficult time for you, as it is for us,  
and we send our love and prayers.*

### OVERTIME OR LIEU TIME INFORMATION

Currently, our collective agreement has an overtime article. It plainly states that overtime is paid at the rate of time and one half of the actual salary for overtime hours worked. Sundays and statutory holiday work is paid at the rate of double time and one half the regular salary. Working Sundays and stats only applies in cases of emergency.

It is important to note that before overtime is claimed, it must be approved, in writing, by your immediate supervisor (Principal).

Employees are given the opportunity to take the overtime as lieu time, which is time off for time worked. Lieu time is given at time and one half, just as overtime monies would be. Lieu time is to be taken at a time **MUTUALLY** agreed upon by employee and Board. That is to say that you **DO** have say when you get to take the lieu time.

Any approved overtime that is still owed to an employee as of June 30<sup>th</sup>, will be paid at the appropriate rate no later than the last pay in June, provided that the request for payment is received by Human Resources no later than June 14<sup>th</sup>.

There is also language regarding overnight stays and rates of pay. Please read **Article 40** of your Collective Agreement for more information..

### EA/SPA Members!

Please let me know by email (reidlyn@juno.com) if you did not receive enough copies of Support Report or if you can not be the School Rep this year. It is the rep's responsibility to distribute Support Report to the EA/SPA members at their school and also to make copies of mail sent from the Board or our Union as single copies. Reps please let the administrative assistants know that you are the Rep and EA/SPA mail should be given to you.  
Lynda McLeod



Why do people who know the least...  
Know it the loudest???

### Pay Equity

We have been contacted by the PayEquity Commission. They had some questions for us regarding the impasse we are at with our Board. They have recorded those questions and have also asked some questions of our Board and are awaiting the Board's response. They will then make a decision about what happens next with our PayEquity. I will try to keep you informed as I get more information.  
Tracey

### PD Days

There have been two additional paid professional development days added to the 2007/2008 school year calendar. The Board and the EA/SPA Union will be working together to provide professional development on those two additional days. Once the dates have been determined, the dates and professional development will be communicated to you.

### Coffee: The New Health drink?

Coffee is the number one source of antioxidants in the American diet, according to a 2005 University of Scranton study, exceeding wine, chocolate, tea fruits and vegetables.

Antioxidants may help prevent diseases such as heart disease and cancer.

Research from 2006 involving more than 27,000

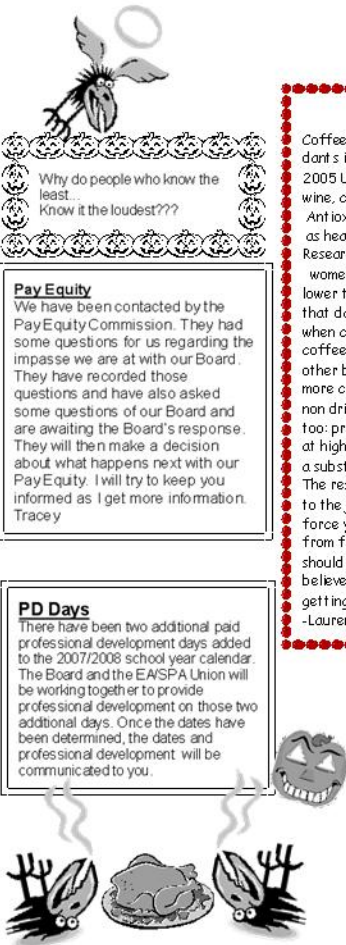
women indicates that one to three cups of coffee daily can lower the risk of cardiovascular disease. Another study found that daily coffee drinkers had half the rate of liver cancer when compared with less frequent consumers. Surprisingly, coffee contains a high level of soluble dietary fiber—more than other beverages. In another study, women who drank four or more cups a day had about 25% lower risk of gallstones than non drinkers. There's a grab bag of other preventive benefits, too: protection against chronic liver disease in people who are at high risk, for example. And, food chemists have discovered a substance in coffee that may help ward off colon cancer. The research makes a compelling case, but if you're sensitive to the jitteriness and sleeplessness coffee can cause, don't force yourself to drink it. You can get many of these benefits from fruits, vegetables and whole grains. Those who do indulge should stick to two to four cups daily, though not all experts believe in absolute limits: "If you can sleep at night, you're not getting too much. If you enjoy coffee, drink it."

-Lauren Dzubow



### Violent Incident Forms

Whenever there is a violent incident at your school, a Violent Incident Form **must** be filled out and sent to Karen Durski. It has come to our attention that some schools are not "readily" giving EA's these forms to fill out. If that is the case at your school, **please call Karen Durski** 519-821-4510 ex 328, and she will forward them to you. They are not available on first class at this time.





## Oppositional Defiant Disorder (ODD)

from an article by James Chandler, MD, FRCP C

ODD is a psychiatric disorder that is characterized by two different sets of problems. These are aggressiveness and a tendency to purposefully bother and irritate others. It is often the reason that people seek treatment. When ODD is present with ADHD, depression, tourette's, anxiety disorders, or other neuropsychiatric disorders, it makes life with that child far more difficult. For example, ADHD plus ODD is much worse than ADHD alone, often enough to make people seek treatment. The criteria for ODD are:

A pattern of negativistic, hostile, and defiant behavior lasting at least six months during which four or more of the following are present:

1. Often loses temper
2. Often argues with adults
3. Often actively defies or refuses to comply with adults' requests or rules
4. Often deliberately annoys people
5. Often blames others for his or her mistakes or misbehavior
6. Often touchy or easily annoyed by others
7. Often angry and resentful
8. Often spiteful and vindictive

The disturbance in behavior causes clinically significant impairment in social, academic, or occupational functioning.

### What causes it?

No one knows for certain. The usual pattern is for problems to begin between ages 1-3. A lot of these behaviors are normal at age 2, but in this disorder they never go away. It does run in families. If a parent is alcoholic and has been in trouble with the law, their children are almost three times as likely to have ODD.

How can you tell if a child has it?

DD is diagnosed in the same way as many other psychiatric disorders in children. The child needs to be examined, the child and the parents are interviewed, and the medical history is reviewed. Sometimes other medical tests are necessary to make sure it is not something else. There are a number of sleep disorders which can look like ODD or make it worse. The child needs to be investigated for other psychiatric disorders, as it is common that children with ODD will have other problems, too.

### Who gets it?

ODD is the most common psychiatric problem in children. Over 5% of children have this. In younger children it is more common in boys than girls, but as they grow older, the rate is the same in males and females.

For more information see "Oppositional Defiant Disorder (ODD) and Conduct Disorder (CD) in Children and Adolescents: Diagnosis and Treatment" on the web.

