

# **PSSP AGM 2007 President's Report**

## **June 4<sup>th</sup>, 2007**

### **Pay Equity Update**

Your pay equity steering committee has met with the Board's team several times over the course of the year. We have successfully finished off the terms of reference and have been working diligently at amending the pay equity 'tool'. This process involved a great deal of explaining the need for certain measurements and negotiating any changes with the Board. We have two meetings left in this school year and we are confident that we will have a new and agreed upon tool by the end of June. We have also agreed to work out our timeline and schedule for the job evaluation committee training in the fall and member interviews and assessments. We are working backwards from August 2008, when our next contract expires, as a deadline – all parties agree we do not want the pay equity process to overlap with bargaining.

### **PSSP Work Space Guidelines Established**

In the early fall the PSSP/ TDSB labour management committee formed a joint subcommittee to investigate and develop recommended workspace guidelines. As part of the process the unit surveyed the membership and received an overwhelming response. The surveys helped form the basis of recommendation to address common concerns and problems regarding inadequate and inappropriate counseling and assessment spaces. The subcommittee met with various stakeholder groups and received input from safe schools, health and safety and facilities managers. The draft recommendations were adopted at the next full labour management meeting and sent to Karen Gravitis for approval. Beginning this fall Karen will begin to send the workspace guidelines to every principal in the system on an annual basis.

### **NEW Job Class!!! Child and Youth Counsellor**

Over three months ago the unit launched a grievance which brought to light the misuse of CYWs at the secondary level. The unit conducted a survey of duties being performed at various sites and it was clear that the CYW allocations in question were being assigned duties and responsibility which closely modeled our former job class of Youth Counselor. As a remedy to the grievance a joint management and union committee was struck to investigate and make recommendations for the restructuring of this new job class.

The committee identified 19 current CYW allocations that were clearly being misused and created a new job description that best captured these new duties – this was restructured to become the CYC job class. The 19 CYW allocations were ended for June 07 and 19 new CYC allocations will begin in September, the current CYWs holding the positions were given the option of being grandfathered in the new positions if they held the CYC degree or relevant educational experience.

Some chose not to stay and were moved to other CYW allocation in the Board and those CYC positions they have vacated were posted.

The largest differences of the role CYC is that they are potentially responsible for all students in the school and are expected to work independently outside the classroom – additionally all CYCs will report to both Chiefs of Social Work and the Site Principal. CYCs require a CYC degree or a BSW or a CYW and BEd plus five years experience with at risk youth.

As an additional remedies to the grievance the CYW posting was changed to more clearly detail their role, the itinerant role was also clarified and the unit was provided with a letter from Karen Forbes ensuring that any current misuse of CYWs at any secondary sped ed locations would change to comply with the regular duties of CYWs for the fall.

## Bill 171 Passed

The Bill 171 battle has been won. Social Workers will be authorized to perform the new controlled act of Psychotherapy. The Bill has passed 3<sup>rd</sup> reading on a voice vote and will soon receive Royal Assent and be law in Ontario. Thanks to all who lent their voice to this effort!

From the Explanatory Notes of the Bill 171 (An Act to improve health systems by amending or repealing various enactments and enacting certain Acts):

### SCHEDULE Q PSYCHOTHERAPY ACT, 2007

The short title of the new health profession Act is the *Psychotherapy Act, 2007*.

The Schedule contains a number of complementary amendments, including the following. It amends the RHPA to add the new health profession Act and the profession of psychotherapy to Schedule 1 under the RHPA. The Schedule also adds the new controlled act of psychotherapy to the existing list of 13 controlled acts within subsection 27 (2) of the RHPA, defining the new controlled act as, “treating, by means of psychotherapy technique, delivered through a therapeutic relationship, an individual’s serious disorder of thought, cognition, mood, emotional regulation, perception or memory that may seriously impair the individual’s judgement, insight, behaviour, communication or social functioning”.

### Excerpt From Bill 171 as passed, and soon to be Law in Ontario:

Regulated Health Professions Act, 1991

19. (1) Subsection 27 (2) of the Regulated Health Professions Act, 1991 is amended by adding the following paragraph:

14. Treating, by means of psychotherapy technique, delivered through a therapeutic relationship, an individual’s serious disorder of thought, cognition, mood, emotional regulation, perception or memory that may seriously impair the individual’s judgement, insight, behaviour, communication or social functioning.

(1.1) Section 27 of the Act is amended by adding the following subsection:

*(4) Despite subsection (1), a member of the Ontario College of Social Workers and Social Service Workers is authorized to perform the controlled act set out in paragraph 14 of subsection (2), in compliance with the Social Work and Social Service Work Act, 1998, its regulations and by-laws.*

## Bill 52

The changes to mandatory school age which this Bill brought forward are only now beginning to impact the system. The workload for Attendance Counsellors and Social Workers is expected to rise exponentially as a result of increased referrals for older students. The TDSB to date has no long term plan in place to deal with this potential crisis. However, they have formed an internal committee responsible for educating the system on the new requires under the Bill and making recommendations for changes to service delivery to the Board and Director. The union has struck an in-house committee comprised of members of both disciplines and is developing a series of recommendations that we hope to present to the Board’s committee in the fall.

## **Resolution On The '3' Days Reporting**

A grievance regarding the accurate reporting of the '3' days for 197 day employees put forward by our unit last June reached a resolution with the employer early this spring. In the past, some Members have found themselves running into difficulty with EI when they accurately reported when they had worked these days (a requirement under the Act) but the Board blanket reported these days during the March break and thereby had EI accusing Members of fraud if they reported differently or tried to claim March break as full five break in service.

This past school year we agreed with the Employer to blanket report during the December break because the statutory holidays are considered work days for EI purposes and wouldn't allow for any one to use this time as a reporting period.

However, we insisted that the Board supply us with formal notification which explained why they were able to report differently than the Act required. Senior Manager of Payroll, Ron Gumbley, supplied us with a letter which does in fact explain how the Board will report these days as directed by HRSDC.

## **Our New Website**

It's my supreme pleasure to welcome you to our new website. We offer the same valuable content we always have with many recent updates and a completely new look and layout that we hope you find useful and engaging.

A big thank you goes out to Jim Emptage who first established, and then ran our PSSP web site from 1999-2007. We all appreciated Jim's efforts to keep the membership up to date on both union matters and the wider political context of Public Education.

I would also like to thank Jesse Payne, an OISE teacher candidate, who has been interning with us for the month of May. Jesse's expertise helped design the new layout and makeover for the site. And I'm officially your new webmaster so if you have any comments or suggestions feel free to send them my way. Hope you enjoy our new home.