Educational Assistants Association

E-News Updates



Granting Incidental EAA LOA's Special Program for 2024-2025*

On a without prejudice and precedent basis for the 2024-2025 school year, the Board will take the below administrative practice for the disbursement of discretionary Leaves of Absences Without Pay which is the sole and absolute right of the Board:

1. It is expressly agreed and understood that LOAs under this program shall be permitted once **(1) per school year to a maximum of five (5) days per employee**. For clarity, an EAA bargaining unit employee shall only be eligible for a maximum of one (1) unpaid LOA under this pilot program.
2. As expressly outlined by the Collective Agreement, **only permanent employees are eligible** under this incidental temporary program.
3. The Employee's request for leave of absence should be received by the Manager, Human Resource Services (responsible for the employee group), **three (3) months, excluding July and August**, prior to the date on which the leave is to commence. This is completed through an

except with the express permission and approval of Human Resources.

4. Should advance notice not be provided, said LOA request shall be at the sole and absolute discretion of the Board;
5. Such days shall not be split into partial days;
6. Days will not be granted that extend the March Break or the December break;
7. **NEW:** The Board reserves the right to modify and/or alter this arrangement for reasons that include but are not limited to excessive amounts of LOAs as determined by the Board;
8. The above temporary administrative practice shall end as of June 30, 2025

***PLEASE NOTE:**

1. If you have already applied for a Leave of Absence without pay for next school year, the Board will reach out to you to grant your leave request for up to 5 days. If you do not hear back from the board by March 27, 2024, please resubmit your leave request.

2. If you are requesting a Leave of Absence without pay for September, you must have your request in by March 31, 2024 (3 months notice, not including the summer holidays

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Dear Members:

As you know, we received a strong strike mandate from our Members in January where 97% of our collective bargaining units voted to give our union the support we will need to get you a fair contract.

Labour along with representatives of the government of Ontario and the school boards. These meetings will take place on March 26 - March 27, 2024. The purpose is to come to a Central Agreement contract and to arrange your remedy payment following our court victory over Bill 124.

If we are not able to make meaningful progress at that time, I expect we will make a request to the conciliator to move us further into a strike position.

We will keep you updated as things develop.

Yours in Solidarity

Colleen Dietrich Sisson
President

T-shirts are ready for pick-up!

Please designate one EA/CYW from your school to collect the t-shirts that were delivered to the EAA office. They can be picked up Monday-Friday 9:00am-3:30pm. Alternately, on March 25th the office will remain open until 7:00pm.

1023 Rife Rd, Unit A
*Cambridge, ON N1R 5S3
***please note: on some maps, the address shows up as Ayr**



Questions?
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Our mailing address is:
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