

EMSB School Closures

The APPA is saddened to hear the news that three EMSB schools (General Vanier, John Paul I and St. Dorothy) will be closing as of July 1, 2020. As this will not only affect the identified schools but will cause a ripple effect for all three APPA sectors (general, daycare and special education), we understand that you may have questions regarding your positions and assignments for the new school year. At this point, it is premature to be able to answer those questions as there are many factors that will influence the response. Some examples are the student registrations, enrollment reports, ratios, retirements, new vacant posts, etc...

In the meantime, the APPA will be meeting with our counterparts in HR to get a clear understanding on how we will proceed and ensure that the collective agreement is upheld. Please contact us at any time for any questions or concerns either by telephone or email.

Once again, we know that this news is heartbreaking to not only the parents and students but also to the staff that works diligently within the school community to offer excellent services. We want you to know that we are here to support you in any way that we can.

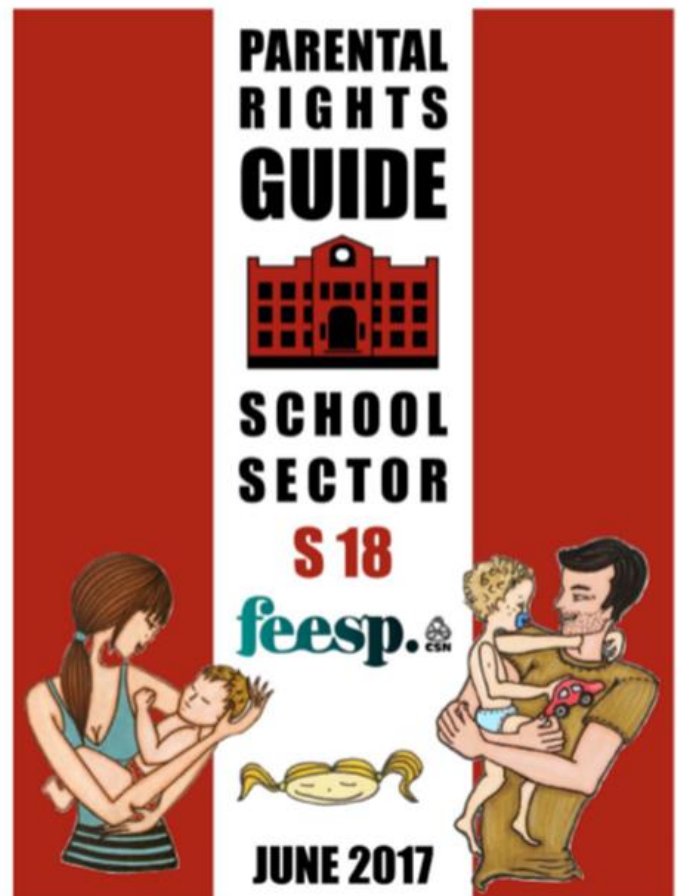
Parental Rights Guide

If you are pregnant, planning to become pregnant or thinking of adopting a child, the School Sector has published a comprehensive guide covering a number of topics related to Parental Rights. What is especially great is the fact that this document is directly related to our S-18 collective agreement.

Anyone interested in having a copy of this guide can get a PDF version at:

https://feesp.csn.qc.ca/wp-content/uploads/2018/08/2018-05-03_traduction_du_guide_parental_2017_gdp_s18_vf.pdf).

Please note that the sample letters in the appendix of this document should not be used since the EMSB has its own templates. To get a copy of their sample letters, please communicate with Ms. Heleine Lefebvre at 514- 483-7200 extension 7282.



APPA Delegate Elections

We are still looking for school delegates or liaison agents. This person will be the link between the union and the members in the workplace. If each workplace has a delegate, the union can keep its members better informed. For complete information contact Kim Watson at kwatson@appa.qc.ca or at 514-254-3503 ext: 217.



Negotiations Update

You might have noticed, in the past weeks, information popping up on different social media platforms concerning the Public Sector round of negotiations. If you have not, we thought it would be important for all our APPA members to see what demands will be put forward by the FEESP Central Table negotiation team.

WAGES

Because

- No one should become poorer while working.
- The annual income for some of us does not even meet the minimum income for a decent living.
- Our pay is lagging behind that of all Quebec workers.

We demand that

- A mechanism be introduced that would ensure annual inflation adjustments.
- For a three-year collective agreement, the following increases be made:
 - 1st year: \$3/hour;
 - 2nd year: \$1/h or 3%, based on the most beneficial formula;
 - 3rd year: \$1/h or 3%, based on the most beneficial formula;
 - or
 - Inflation + 1% for each of the years of the collective agreement, if this would result in a higher increase than those set out above.
- Wages be adjusted, particularly in relation to starting wages and to the number of steps in scales.
- The wages of continuing education part-time instructors in CEGEPs be adjusted to make such wages fair in relation to those provided to regular-stream instructors.

RETIREMENT

Because

- Our pension plan (RREGOP) is in good financial health.
- We are not especially privileged in relation to retirement, with a contribution rate of about 10.8% of our wages and an annual pension of less than \$19,000.

We demand that

- Our contribution rates be stabilized, while maintaining retirement quality.
- Certain benefits related to retirement conditions be improved.
- The Caisse de dépôt et placement du Québec (CDPQ) focuses on Quebec investments and quickly proceeds with a fossil fuel divestment from the RREGOP, so that our pension contributions serve to support the transition to a future built on renewable energy and green jobs.

**WHISTLE-BLOWERS
and FREEDOM OF
EXPRESSION**

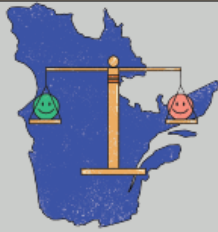
Because

- No one should have to experience reprisals for denouncing problematic situations in one's workplace.
- Our loyalty is first and foremost to Quebecers who receive the services we provide on a daily basis.

We demand that

- Clauses be introduced into collective agreements that would guarantee that public service employees would have the right to denounce problematic situations.
- Clauses be introduced into collective agreements that asserts the right to comment and express oneself on public affairs without experiencing reprisals from the employer, in accordance with the rights protected under the Charter of human rights and freedoms.

REGIONAL DISPARITIES



Because

- In order for the entire Quebec's population to have access to public services, every effort must be made to attract and retain staff in remote areas.
- Some inequities remain, even though the regional disparities plan exists to prevent such isolation contexts from leading to injustices for workers.

We demand that

- Tax damage related to payment or reimbursement of outing costs be removed.
- The municipality of Fermont be included in sector III (instead of II).
- The retention premium (8%) for those working in the communities of Sept-Îles, Port-Cartier, Gailix, and Rivière Pentecôte be paid to part-time CEGEP instructors.



PARENTAL RIGHTS



Because

- Having children should never negatively affect our employment situation.
- The parental rights plan, which was implemented to protect rights related to the birth or adoption of a child, can still be improved.

We demand that

- The number of paid weeks of paternity leave and adoption leave be increased.
- The plan result in no prejudice or discriminatory effects for parents, in relation to the benefits and rights provided for in the collective agreements.
- The section on parental rights be written in an inclusive manner.



GROUP INSURANCE



Because

- Because our group insurance premiums, particularly those associated with our health insurance plans, are increasing significantly.
- Because such costs represent an increasingly heavy financial burden for all of us.

We demand that

- Our burden related to the costs of group insurance be reduced through:
 - Significant annual increases in employer contributions;
 - Access to the full employer health insurance contribution, regardless of employment status or the number of hours worked.
- Measures to reduce medication costs.
- A commitment from the government be made to establish a universal, public prescription drug insurance plan for all Quebecers.



WORKING CONDITIONS and PRACTICES



Because

- Work overload should no longer be the norm in the public sector.
- Institutions are not fully staffed, yet needs are on the rise.
- We want to be able to do our work well.
- We have the well-being of Quebecers at heart.

We demand that

- Major investments be made in health and social services, education, and government agencies to improve public service quality and access.
- Solutions be implemented that significantly improve working and practice conditions and that address issues related to work overload via job creation, as well as issues related to job insecurity, physical and psychological health, attraction and retention, and family-work-school balance.




**OTHER
BARGAINING ISSUES**

Because

- The round of bargaining must serve to resolve other problematic issues in our collective agreements.

**In particular,
we demand that**

- The premium for specialized workers be increased.
- A lasting solution be implemented to provide wages to lawyers in the health and social services sector that are the same as those provided to lawyers in other areas of government.
- Wages for psychologists in the health and social services sector and school boards be increased.
- A pay scale for legal secretaries in the health and social services sector be implemented with wages that are equivalent to or higher than those provided by the Centre communautaire juridique and the Commission des services juridiques.
- The experience of public sector workers be fully recognized as at the effective date of their new salary structure.



It is a simple one, however, and should be a given: fair remuneration for work already carried out by women for which they were paid less than their colleagues who are men.

The Fédération des employées et employés de services publics (FEESP–CSN), the Fédération des professionnelles (FP–CSN), and the Fédération de la santé et des services sociaux (FSSS–CSN) deplore this lack of vision in response to such an obvious injustice.

THE CONSEIL DU TRÉSOR’S OFFER MAKES A MOCKERY OF THE RIGHT TO A PAY EQUITY AUDIT

Pursuant to the new provisions of the *Pay Equity Act*, adopted in April 2019, the unions were in conciliation with the Quebec government for several weeks to resolve pay equity audit complaints. During conciliation, which ended today according to the time frame set out in the Act, the Conseil du trésor wanted to haggle over the audit complaints, pitting them against each other, as well as over the effective date, which was, however, set out in the *Pay Equity Act*. This would deny thousands of women the retroactive salary adjustments to which they are entitled and would require some complaints to be withdrawn.

The CSN public sector federations are simply outraged! Instead of leading by example on matters of pay equity, the government has done everything possible to not process our audit complaints quickly and to avoid paying the full amounts based on the value of the work of the women it employs.

Indeed, it is shocking to see that the Conseil du trésor has not agreed to pay women fair wages and that it wants to save money at the employees’ expense

Pay Equity

Source: INFO-EQUITY

JANUARY 2020



PAY EQUITY AUDIT: ANOTHER MISSED OPPORTUNITY FOR THE CONSEIL DU TRÉSOR TO RESOLVE PAY EQUITY AUDIT COMPLAINTS!

During a meeting with the Conseil du trésor on Monday, January 6, 2020, the CSN public sector federations, with members affected by unresolved pay equity audit complaints, witnessed the stubbornness of the CAQ government, which does not seem to want to resolve this issue.

AN ABUSIVE AND DISCRIMINATORY OFFER FOR THOUSANDS OF WOMEN

In December, the Chair of the Conseil du trésor boasted about being a creative negotiator and announced that he wanted to take out the chequebook to resolve pay equity audit complaints. However, despite what Christian Dubé seemed to be suggesting, there was no generous offer, and instead there was an abusive global offer for a number of women employed with the government. He asked thousands of women to withdraw their pay equity audit complaints and asked others, for whom he acknowledged the existence of discrimination in compensation, to forfeit the retroactive amounts owed to them and thus renounce their rights under the *Pay Equity Act*.

INVESTIGATIONS TO CONTINUE BEFORE THE CNESST

As the Conseil du trésor has shown no willingness to resolve pay equity audit complaints and to eliminate discrimination in compensation, the CSN public sector federations will ask the CNESST to quickly continue the investigations and decide complaints.

In a context in which we are unable to come to a conciliation agreement, the members can count on the CSN's public sector federations to fight this battle before the CNESST, where every effort will be made to have this fundamental right of thousands of women in the public sector recognized.

A PAY EQUITY EXERCISE CONTESTED BY CSN PUBLIC SECTOR FEDERATIONS

It is important to remember that in 2010 and 2015, the Conseil du trésor decided to proceed on its own with a pay equity audit exercise. For the vast majority of jobs, it did not think that any change took place since 2001, i.e. since the pay equity exercise. This led the CSN public sector federations

to file a number of complaints under the *Pay Equity Act* for job classes in the health and social services network, as well as the education network.

The government is the largest employer of women who work in Quebec. Unfortunately, this has not prevented the government from using any means necessary to deny that there is an issue of discrimination in compensation and to trample over the fundamental right of a pay equity audit for women who work to provide services to the public. Of course, the door is always open, and if the Conseil du trésor shows a real interest in resolving this discriminatory injustice affecting women, then the CSN public sector federations will be ready to talk.

Employee and Family Assistance

The month of February is known for being a very difficult month for many people. It is cold, winter doesn't seem to want to end, there is not enough daylight and the list goes on and on... If life is throwing you a curve ball and you feel like it would be good to talk with someone about your problems, don't hesitate to use the EMSB's Employee and Family Assistance Program. The program has been directed by Morneau Shepell since December 2019, an independent, outside agency. They cannot divulge any specific information concerning the name or the details of the inquiry that came from an employee to Human Resources. The Morneau Shepell group offers a wide range of services. It is free and is open 24 hours a day, 7 days a week. To reach them, you simply have to call their toll-free number: 1-800-361-2433.

