

Season's Greetings!

Wishing you all the best of the season! Rest, have fun and come back to us healthy!

It seems like just a few weeks ago the new school year began and wow! We have reached the holiday season. We hope that you take the time to relax, spend quality time with loved ones and enjoy the holiday spirit. When we return back to work we quickly immerse ourselves in our work whether it be to care for our students or administrative work. It is important to take some "down time" and focus on "you". On behalf of the APPA executive committee we wish to extend a wonderful holiday season and look forward to seeing you all in the New Year!



Priority of Employment Lists

If you want information concerning the Priority of Employment List, all you have to do is:

- 1) enter the EMSB website at www.emsb.qc.ca ;
- 2) scroll down the page;
- 3) click e-portal, login and enter your password;
- 4) enter Priority of Employment List in search window;
- 5) click in window then click on arrow that appeared at end of search window; and finally,
- 6) chose the most recent file.



CNESST, the Union and You

Did you know that if you had a work related accident and that you need help to contest a decision that the CNESST has made in your file, the APPA union can help you out. All you have to do is:

- contact Paul Robichaud at 514-254-3503 extension 204 or at probichaud@appa.qc.ca;
- explain your situation; and
- fill out a mandate of representation form.



From that point on, the CNESST and the School Board will be obligated to release all information they have on your dossier and, if your file eventually works its way up to the TRIBUNAL ADMINISTRATIF DU TRAVAIL (TAT), the APPA will be able to request for help from CSN's legal department.

Just remember, you don't have to do this process alone.

Employee Assistance Program

The EMSB offers a confidential Employee Assistance Program to all of its employees and it is free of charge. The provider of the service is Homewood Health. It offers counselling services in the following areas: family, marital, relationships, addictions, anxiety, depression life transitions/change, grief/bereavement, stress and other personal issues. Please note that this service extends to all members of the employees immediate family (spouse and children).

For services in English, Homewood Health can be reached at homeweb.ca, by telephoning 1-800-663-1142 or collect international call at 604-689-1717.



2019 APPA Convention

Our bi-annual APPA convention will be taken place at the Hotel Le Chanteclerc located at 1474 chemin Chanteclerc, J8B 1A2 Sainte-Adèle, Quebec. The dates of the Convention will be February 17th, 18th & 19th, 2019. February 17th will be for employees in the Day Care sector whereas the 18th & 19th will be for employees from both the General and Special Education sectors. We would like to remind you that February 18th will be a pedagogical day for the EMSB.

If you are interested in participating, more precise information will be made available on the APPA website and you will be able to register from January 8th to 18th inclusively.



Le Chanteclerc
February 17-18-19, 2019

General Assembly: Insurance Renewal and Constitution

On November 20th, 2018, a General Assembly was held at the EMSB's main office building to present the proposed changes to our SSQ insurance coverage and to APPA's constitution.

The proposed changes to SSQ insurance plan, if accepted by our voting members present, would cover a two-step renewal: 1) proposed modifications to current plan as of January 1st, 2019 and 2) completely new structure proposed as of March 31st, 2019.

The first recommendation, on which the members voted, proposed, "To adopt the conditions of renewal of insurance as of January 1, 2019 as negotiated by the insurance committee including the following modifications:

- additional coverage "Freestyle glucometer"
- pooling (shared costs) travel insurance at \$ 50 000 per certificate;
- pooling (shared costs) high cost drugs at \$ 200 000 per insured."

The second recommendation, on which the members voted, proposed, "To increase the annuity integration to 75 % in long term salary insurance."

The next recommendations would see a new SSQ insurance coverage program start as of March 31st, 2018. Our new program would go from a three plan program to a two plan program with various options. The purpose of these changes was threefold: a) to offer a program that is similar to the one offered by the government to people without medical insurance to our members - this program would be less expensive for members who work part time; b) to decrease by an average cost of coverage for all of our members and; c) to give the options to our members to either remain in the present mandatory dental plan or to give them the choice to opt out.

The third recommendation, on which the members voted, "To adopt the rates and the new dental care structure, as negotiated by the insurance committee with implementation of these on March 31, 2019."

The fourth and final recommendation, on which the members voted,

"To adopt the rates and the new health insurance structure as negotiated by the insurance committee, with the implementation of these on March 31, 2019."

Once each of these four proposed changes was presented to the APPA members present at the General Assembly, a vote was taken for each separate change. All proposals were adopted by the majority of the members.

It is important to specify that these adopted changes will not be automatically implemented. Since our Union is part of the 38 CSN's School Sector unions, we will have to wait and see how these other unions vote before we will know if the proposed changes will be put into effect.

As for the modifications in the APPA's constitution, two main changes were proposed;

- a. the addition of one CNESST vice-president post to the APPA-CSDM executive structure; and
- b. to change the distribution of APPA-EMSB's delegates to the APPA's Union Council from three General Sector delegates and two Day Care sector delegates to two General Sector delegates, two Day Care sector delegates and two Special Education sector delegates.

These two proposals were also adopted by the majority of the members.

Am I Paid for the December / January Holidays?

Regular employees and those temporary employees, who have work 10 days since being hired and before the break, are entitled to ten paid days during the Holiday break. Holidays this year extend from December 24th to January 6th.

Temporary employees who have worked less than 10 days (full time) since being hired, before the break are entitled to two paid days; this according to the Quebec Labor Standards Law. Temporary employees who have worked less than 10 days (part time) since being hired, and before the break are entitled to be paid according to the Quebec Labor Standards Law. (if you fall in this category please contact Human Resources as a manual calculation of your pay, using a Labor Standards formula, must be used).

Employees working 15 hours or less per week are not entitled to any paid holidays. These employees already receive an additional 19% of their salary on each paycheck (8% for vacation pay and 11% to cover all other benefits).



ENSEMBLE!

Find us online at www.appa.qc.ca

Readers' opinion: ensemble@appa.qc.ca

