

APPA Elections

On October 11th, the general assembly for the elections within the Executive Committee were held. The process was quick and the results came out as follows. For EMSB members, the following people were elected to represent you:

President

Michel Picard
Laboratory Technician
École Saint-Luc (CSDM)
Acclaimed

Secretary-Treasurer

Marlene Tourville
Admin Technician
Bureau de la paie (CSDM)
Elected

Vice-President

Paul Robichaud
Special Ed. Technician
John Grant School
Acclaimed



Did You Know?

Non-Cash Value Days and Retirement

Upon retirement, it is important to know that if you have a balance of non-cash value days in your bank 03, these dates can be used to extend your retirement date (along with your vacation).

According the collective agreement, these days are non-redeemable, except in the following cases (clause 5-3.43)

- You are at least 55 years old
- You have at least 30 years of service
- Upon retirement (you can extend your retirement date)

Therefore, when you decide to retire and writing your letter of resignation, please ensure to indicate in your letter that you wish use these days. For more information, you are welcome to contact the union office 514-254-3503 x204 or 205.

Replacement for an Absence

It has become a widespread misconception, especially in the Special Education Sector, that employees/members of the APPA are required to find their own replacements when they are absent/to be absent. This is false, as it is the School/Centre/ Department administration's responsibility to do so. As an employee / APPA member your only responsibility is to inform the School / Centre / Department's administrator that you will be absent. In the event that you will be taking a Personal Business day (PLA), you are to advise your administrator, in writing, at least 24 (twenty four) hours in advance of your absence for personal business. Personal business days can be taken at any time and cannot be refused.



Can Volunteers do a Unionized Job?



Under our collective agreement, volunteers are not usually allowed to do a unionized job. What is a unionized job you may ask? It is any one of the numerous positions which is identified in the Management Negotiating Committee for English-language School Boards' Classification Plan. You can have access to this document by going to the following web site: <http://cpn.gouv.qc.ca/en/cpnca/classification-plans/>

In everyday life, this means if a volunteer comes to your workplace, on a regular basis, to do the tasks that a unionized employee should be doing, then this person is taking hours of work away from one of your co-workers. In the past, such occurrences have been reported in the following work areas: library, labs, daycare, lunchroom and office. If you are aware that this is happening in your school, please inform us at the union office so we can look into the matter. You may feel this is not right to do so, but just suppose if it was your work hours that were being reduced because someone was volunteering to do your job!

More precisely, clause 2-1.02, of our collective agreement, indicates in which context a person can or cannot do volunteer work in our School Board:

«Except for a surplus support staff employee covered or not by the certificate of accreditation, a person who receives a salary from the board and to whom the agreement does not apply shall not normally perform the work of an employee governed by the agreement.

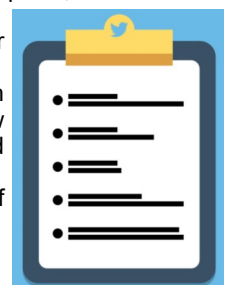
Using the services of volunteers or trainees or the services of a non-profit organization must not entail the temporary layoff, placement in surplus, demotion, reduction in hours or abolition of a regular employee's position.

When the board hosts trainees (stagiaires), it must inform the union beforehand. The supervision of trainees by an employee shall be carried out on a voluntary basis.»

Seniority List for APPA Members

If you are wondering where you are positioned on the EMSB's seniority list, you just have to:

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 the words APPA seniority list in the search window , click in window and then click on arrow that appeared at end of search window;
5. open folder Final-Projected APPA as of 2018-06-30



Overpayment Recuperation

Although we are confident that everyone at EMSB does their work precisely, diligently and proudly, many factors can explain for an overpayment to exceptionally occur.

Because it is always inconvenient when your regular salary gets temporarily modified, and to minimize the effect on your personal obligations, HR has agreed to put in place a procedure whereby the APPA and employee are contacted together before any monies are recuperated. If this situation concerns you, make sure to get us involved in the process so that we can ensure that your options and rights are respected and clearly identified to you.



Upcoming Events

The month of November and December will be very busy ones for APPA members. Four major events are scheduled:

November 20th, 2018: General Assembly for all APPA members. To held at the EMSB administration building. The objective of this meeting is to explain the changes that are proposed to your SSQ group Insurance in the upcoming year and to explain proposed modification to the APPA's Constitution.

December 3rd, 2018: General Assembly for east end APPA members at the APPA office & on December 11th, 2018 for west end APPA members at the EMSB Administration Building.

The objective of this meeting is to exchange with our members what changes they you like to propose for the upcoming round of negotiation of our collective agreement that will begin in 2019. During this meeting, members will be divided in three separate discussion group: general sector; daycare sector and chapter 10; and special education sector. Each group will be encouraged to bring forward what they would specifically like to see change in the collective agreement that would bring a positive change in their work conditions. This is your chance to voice your ideas. YOU are the best people to give us information that we can bring back to the provincial negotiating team.

December 7th, 2018: APPA Holiday Party. Our annual Holiday Party will be held at «Le Petit Opéra» hall this year. It is a beautiful venue that resembles a Russian Opera House. It is situated in l'École des métiers de la construction de Montréal which is located at : 5205, Parthenais Street, H2H 2H4.

The festivities will start at 7:00 p.m. Free parking will be available in the rear of the building. Admission to the event is 10\$ for APPA members and 25\$ for non APPA members. Reserve your tickets early since the hall can only hold 300 people. The tickets will be handed out on a first come, first serve basis. Prices for tickets at the door will be the same as previously mentioned. However, due to the restricted number of people permitted in the hall, you run the chance of being refused entry at the door.

The format of the evening will be different this year: hors-d'oeuvres will be served throughout the evening from 8:00 p.m. to midnight. In addition, two tickets for free drinks will be given to each guest as they sign in. A DJ will animate the evening and guests will be encouraged to take pictures in our photo booth. To buy your Holiday Party ticket(s), please go to our website: www.appa.qc.ca and fill out the registration form. For more information, you can communicate with Ms. Elyse Favreault at efavreault@appa.qc.ca. For people coming in by bus or metro your options are: Metro Papineau and Bus 10 North – two minute walk; Metro Frontenac and Bus 94 North – five minute walk; or Metro Laurier and Bus 27 East and – 3 minute walk.

I Know That I Know Nothing

(by Nadia Audet, member of the APPA Union Council)

Those were apparently Socrates' words, over 2000 years ago. You'd like to change that? You want to take credited courses at university? You have seen that amazing workshop that you could benefit from, both professionally and personally? If you are a regular employee with the Board, either on a full-time or a part-time basis, the Professional Improvement Committee (PIC) is there for you!

In brief, you first need to gather the information relevant to your training. Then fill in the Request for Reimbursement Form and submit it to the PIC, a minimum of three weeks prior to the event. In order to get reimbursed, the original receipt will be requested. Depending on the type of activity, a maximum funding does also apply.



Complete information and forms are available at www.appa.qc.ca under "documentation".

Still have some questions? Contact Paul at (514) 254-3503 ext. 204 or probichaud@appa.qc.ca.

Tenure

From time to time we are asked to explain what tenure is and what it really means. Under our collective agreement, a person may obtain tenure after two full years of active service in a regular full-time post. For a person working in a regular part-time post, all active service will count toward tenure. However, a part-time employee must acquire at least two years of active service and obtain a full-time position in order to be eligible for tenure.

Active service is different from seniority because, under certain circumstances, such as a sick-leave or seasonal layoff, regular employees can accumulate seniority even if they are not at work. Active service, on the other hand, means time actually worked and is calculated in hours. A full year of active service is equal to 1820 hours of actual work.

But what does tenure really mean to you, and how important is it? To begin with, tenure serves as salary protection for regular employees in full-time positions. This means that, if you cannot displace someone or chose a vacant position during the movement of personnel, your salary will be protected in a lower class of employment.

However, in Day Care Services, when negotiations took place for the integration of this class of employment into the Regular Sector, the Management Negotiating Committee refused to fully guarantee tenure. A compromise was negotiated, whereby full-time Day Care employees could acquire tenure but which allowed School Boards to reduce hours by 10% per year if no full-time positions were available. Nevertheless, no tenured full-time employee can have their schedule reduced below 26 hours and 15 minutes per week, which is defined by our collective agreement as being a full-time position.

It is important to note that, however important tenure may be, it is seniority which provides you with the most choices. The more seniority you have in relation to the other people in your class of employment, the more choices will be available to you in the movement of personnel. Tenure and seniority are the cornerstones of job security provided by our Collective Agreement.



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Readers' opinion: ensemble@appa.qc.ca

