

Important changes coming in 2019



As it was mentioned in the previous newsletter, many changes will be happening in the upcoming months. In this edition, we will present some of the noteworthy changes that will have an impact on our members.

Upcoming modifications to RREGOP

As of July 1st, 2019

Changes to eligibility criteria for an immediate pension without reduction

If your last day of work before retirement is, at the latest, June 30th, 2019, the eligibility criteria for an immediate pension remain the same. These criteria will also be maintained if you already have signed a progressive retirement agreement which began during the period from May 11, 2016 to September 7, 2016, inclusively. In that case, your work schedule must have been reduced by at least 20% of the normal schedule for full-time equivalent employment, and this, for each year of your progressive retirement agreement.

60 years old OR 35 years of service

The following eligibility criteria for an immediate pension without reduction will come into effect on July 1, 2019:

As of July 1st, 2020

61 years old	OR	35 years of service	OR	60 years old with a 90 eligibility factor (age + years of service for eligibility to a pension).
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Increase in the rate of reduction due to anticipation of the immediate pension

You must be at least 55 years old to be eligible for an anticipated pension; this criterion will remain the same. However, the reduction rate due to the anticipation of the immediate pension will increase from 4% to 6% per year of anticipation beginning on July 1, 2020.

Example: 57 years old secretary with 30 years of services at the moment she retires.

	Until June 30 th 2019	From July 1 st , 2019 to June 30 th , 2020	As of July 1 st , 2020
Eligibility criteria for an immediate pension without reduction	- has cumulated 35 years of service - to be 60 years old	- has cumulated 35 years of service - to be 61 years old - attained the 90 eligibility factor	- has cumulated 35 years of service - to be 61 years old - Attained the 90 eligibility factor
Number of years before reaching the most advantageous criteria.	3 years before reaching the age of 60	3 years before reaching the 90 eligibility factor	3 years before reaching the 90 eligibility factor
Reduction rate due to anticipation of the immediate pension	4%	4%	6%
Total reduction of employee	12%	12%	18%

For more information communicate with Retraite Québec at 1-800-463-5533

Modifications to our SSQ insurance coverage



The propositions for changes to our SSQ insurance coverage, which were voted by our members during our last General Assembly, have been put into place. As it was explained the changes would take place in a two-step renewal process: 1) proposed modifications to current plan as of January 1st, 2019 and 2) completely new insurance coverage structure as of March 31st, 2019.

The SSQ will be sending information to all of our members, from mid-February to mid-March, to explain their new insurance coverage structure. Make sure that you carefully look at these documents since they will be asking you to indicate which new plan you would like to choose. If you don't respond to them, they will automatically reassign the new plan that is the most similar to the one you had in the past year. In addition, you will be asked if your chose to remain or opt out of the dental plan.



More modifications to the Labour Standards Act

Standards	Description	Effective date
Remuneration of days of absence*	An employee who justifies three months of uninterrupted service has the possibility of benefiting from a maximum of two days of paid leave, during the same year, due to sickness, accident, or domestic or sexual violence.	January 1, 2019
Wage rates and employment status**	An employer may not pay an employee a lower wage rate or reduce the duration of his annual leave in relation to other employees performing the same tasks in the same establishment, solely on the basis of his employment status.	January 1, 2019

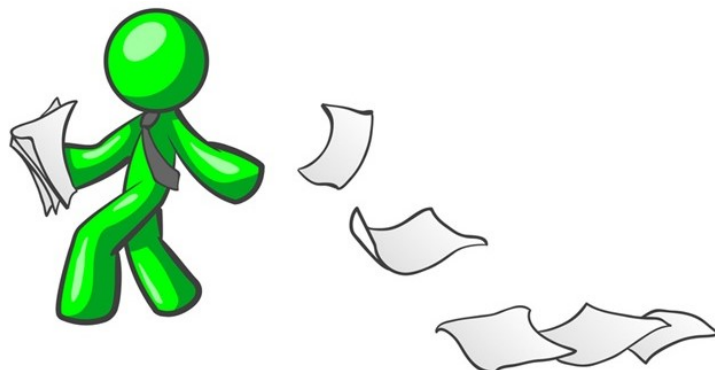
(*) This new change is also applicable only to temporary employees on wage slips/timesheets between 3 to 6 months of uninterrupted service.

(**) In respect to our collective agreement, the Union is currently in discussion to address this area as we have employees who obtain 4% vacation while others obtain 8%. We will communicate more information at a later date.

Always have a paper trail

Many members telephone our office to say that they have communicated with their principal, the School Board or even with the Union and they are not getting an answer to their questions. I ask: «How did you communicate with them?» They usually answer: «I spoke with them or I telephoned them and they never got back to me with an answer.»

My recommendation is as follows, each and every time you communicate orally with a person, if you don't get an answer within a few days; send them an email containing the previously asked questions. By doing so, they won't be able to deny that you were in communication with them. A paper trail is permanent whereas a chat in the hallways can be forgotten or a telephone message can be erased!



When is a volunteer NOT a volunteer?

The question arises as to what constitutes acceptable volunteer work in our school system. This is not to say that volunteer work has no place in schools. Parental participation for field trips and to help out in class with creative activities is always appreciated. The extra-curricular activities provided to our students in neighbourhood programs provided by community centres are another example of invaluable volunteer work. Scout and Guide programs are yet another.

It is perfectly acceptable for a parent, at the request of the school documentation technician or a teacher, to participate in a story-telling event or a play in the school library. It is quite something else when parents are asked to replace the documentation technician while he/she is working in multiple schools.

At the beginning of a school year, it is not in our interest to see parent volunteers taking over the work of a secretary, for instance, doing registrations for free.

There is no harm in volunteers helping out in the school lunchroom, but not if it means that the school is hiring less student supervisors in order to save money. Community lunch programs in economically disadvantaged areas are a commendable thing, as long as the providers are not bringing in lowly-paid staff to replace our own.

While we value the volunteers that dedicate their time in the schools, however, we must be vigilant and draw the line, in the cases where volunteers are replacing us in our jobs.



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