

Compensation Time and Overtime: Be Aware!

Attendants for Handicapped Students or Special Education Technician, who have been granted compensation day(s) for attending the June placement meetings and/or for working the day before students started their school year, are encouraged to discuss and schedule, as soon as possible, with the superior when they would like to take this/these day(s). Make sure this agreement is confirmed in writing. By doing so, you will avoid any confusion or problems that could occur if you wait until the end of the year to schedule these days.

In addition, make sure that if you are asked to work any amount of time outside your regular work schedule, that it is documented by both you and your principal. This time is to be paid at time and a half.



Survey on Health & Safety in Schools - FEESP-CSN

Working in schools exposes staff members to a variety of risks that sometimes leads to injuries and illnesses.

In preparation for the next round of collective bargaining, the FEESP-CSN School Sector wishes to collect as much information as possible about health and safety in schools, as well as situations that put you at risk of being exposed to violence, but also to the state of the schools at which you work.

We invite you to fill out our survey at:
<https://www.surveymonkey.com/r/SurveyCSN>

The information collected through this survey will provide us with factual data that we can use during our next negotiation with the government.

The FEESP-CSN School Sector represents over 31,000 support staff employees in various School Boards.



Pay Increase, Pay Relativity and Lump Sum

On the first of April every year it is not just April Fool's Day, it is also the day we get our yearly pay raise. This year the increase will be of 2.4% for most employees. I say most because, due to the implementation of salary relativity, approximately 4% of employees covered by our collective agreement will see either a freeze in their salary or a very small increase. If you are interested in seeing how salary relativity was calculated, you are invited to read the document that is presented on the following pages that was produced by the CSN's Public Sector. It will clearly guide you through each step of the process. You can even go to the following web address (www.secteurpublic.quebec/relativite) and a salary simulator gives you the hourly amount you will receive as of April 1st, 2019.

Another change, that will be of interest for the upcoming year, is the addition of a biweekly lump sum of 16 cents per hour worked that will be spread out over our next 26 pay checks (April 1st, 2019 to March 31, 2020). It will be entered as a separate descriptor on your paystubs.



GAME NIGHT THURSDAY APRIL 25, 2019

The APPA Status of Women Committee invites you to a charity event celebration. An evening of friends, entertainment, and competition playing a variety of board games!

Pub Ludique Randolph Rosemont
6505 des Ecoles, Montréal, QC H2G 2J8
Thursday, April 25, 2019
5:00 p.m. to 9:00p.m.



ALL APPA MEMBERS ARE WELCOME!
ONLY 40 SPOTS AVAILABLE!

DOOR PRIZES:
Four 25\$ gift certificates to Randolph Pub

COST: \$10

Register online from April 1 to 18 at:

WWW.APPA.QC.CA
ONLY 40 SPOTS AVAILABLE!

All proceeds will help young moms at the outreach high schools
Elizabeth High School and Rosalie Jetté!
We will also be accepting donations of diapers,
baby wipes (unscented) or cash.

After registering, please send your exact payment in cash by internal mail to
EMSB Head Office Communications C/O Andrea Di Tomaso
Please make sure to seal your envelope and include your name, school and phone extension.



CHANGES TO THE SALARY STRUCTURE WHY AND HOW

On April 2, modifications to the overall salary structure will be implemented for all job titles. The salary structure of the Quebec's public sector has undergone little change in recent decades. In 2015, in the spirit of addressing the inconsistencies and certain inequities between the various compensation scales, labour organizations agreed to review the structure with Quebec's Conseil du trésor.

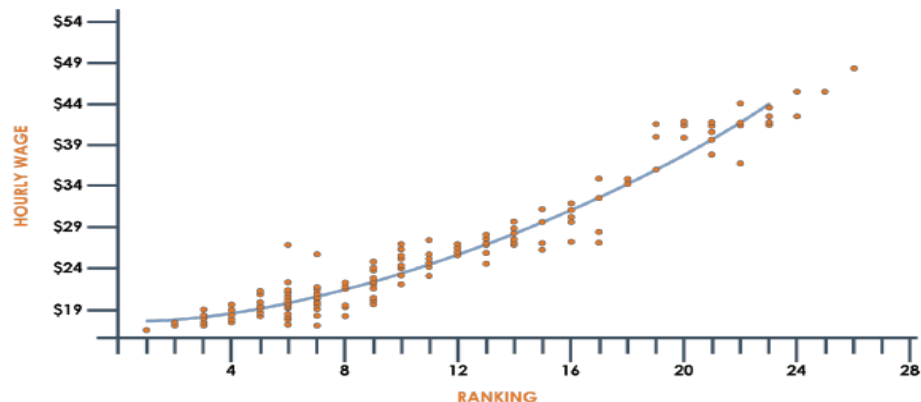
HOW THE CURRENT STRUCTURE FUNCTIONS

Currently, there are several salary scales, sometimes more than ten, for the same ranking



Since the first pay equity exercise, jobs in the public sector are assessed based on four major factors—required qualifications, responsibilities, effort required, and the conditions under which the work is performed—which allowed them to be categorized into 28 rankings. **Currently, there are several salary scales, sometimes more than ten, for the same ranking.**

In some cases, entry-level wages are not the same, the maximum amount for the salary scales differ, and the number of levels in the scales can also vary.



Under no circumstances will these changes lead to salary cuts

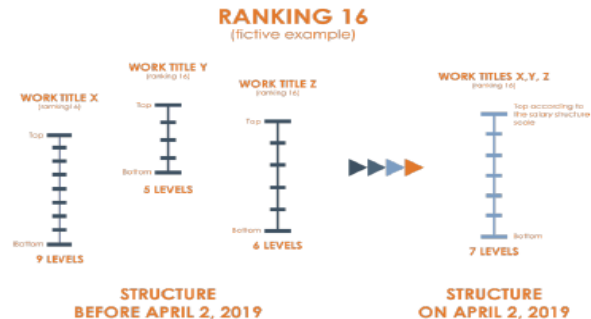


Logic would dictate that all job titles with the same ranking should be given the same salary treatment. This is one of the issues that the current salary relativity review will address. It is important to note that **under no circumstances will these changes lead to salary cuts.**

This relativity exercise will improve the salary conditions of several job titles that were underpaid according to their ranking. However, this restructuring is not perfect; it causes a variety of problems and it is in an attempt to find solutions to these problems that the labour organizations have obtained the establishment of a committee on the implementation of the new salary structure.

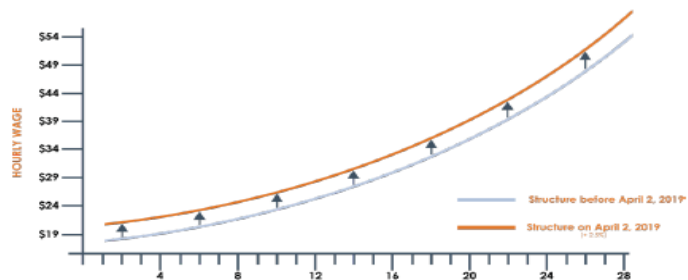
1 ONE RANKING, ONE SCALE

As of April 2, 2019, all jobs in a single ranking will have the same salary range. The higher the ranking, the greater the number of levels in the salary scale. For flat rate employees, the situation will remain the same.



2 RAISING THE SALARY STRUCTURE BY 2.5%

Once the new structure is in place, the tops of new salary scales in each ranking will all be increased by 2.5%, thereby generating a general increase in the lower levels as well.



3 INTEGRATION INTO THE NEW SALARY SCALE

The collective agreement provides that the integration into the new scale will be done into the level where the salary will be an “equal or immediately higher salary.” Many employees will remain at the same level or move to a higher level, but others may find themselves at a lower level. The latter situation raises questions with regard to recognition of seniority and experience. No matter the level employees are at in the new salary structure, seniority will be maintained, and no one will receive a salary cut.

Recognition of experience in the salary relativity review is still a major concern. We have already raised this issue with Quebec’s Conseil du trésor, and we will continue to make representations in this regard.

SCALE ON APRIL 1, 2019		SCALE ON APRIL 2, 2019	
8	\$23.76	7	\$24.22
7	\$23.05	6	\$23.65
6	\$22.36	5	\$23.08
5	\$21.69	4	\$22.54
4	\$21.04	3	\$22.01
3	\$20.44	2	\$21.48
2	\$19.83	1	\$20.98
1	\$19.21		

Increase at the top of the scale: **1.94%**

* SPECIAL CASES : “OFF RATE, OFF SCALE”

“Off rate, off scale” employees are those who currently receive wages higher than the highest amount in the range of the new salary scale, which will be effective April 2, 2019. About 4% of public-sector employees fall into this situation. “Off rate, off scale” employees will not experience wage loss since they receive half of their salary increase as a parametric adjustment and the other half as a lump sum payment as provided for in the 2015–2020 collective agreement. The salary structure will catch up over time, and such employees will not experience any financial loss.

SIMULATION TOOL
To know your salary as of April 2, 2019 :
secteurpublic.quebec/relativite

20th APPA Convention in pictures - February 18th-20th, 2019



ENSEMBLE!

Find us online at www.appa.qc.ca
 Readers' opinion: ensemble@appa.qc.ca

