ENSEMBLE

Association professionnelle du personnel administratif (CSN)

appa.qc.ca

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APPA school delegates

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 better inform its members. For complete information on the Delegate elections, check our website at www.appa.qc.ca and click on the "Our Delegates" tab on the right side of the main page. You may also contact Ms. Kim Watson, APPA-EMSB Mobilisation coordinator, at kwatson@appa.qc.ca or at 514-254-3503 extension 217.

CNESST, job postings and your seniority

According to article 4.5 of our local adaptations, a person on CNESST IS CONSIDERED «AVAILABLE» for assignments. As such, if a temporary and/or vacant post is made available, and you have terminated the contractual obligations linked to the post you occupied at the time you where put on CNESST, you can apply for it. The EMSB cannot say you are not allowed to apply for a post during the time you are off due to a work injury.

In addition, the Act respecting industrial accidents and occupational diseases (LATMP) clearly states in article 235:

« *A worker who is absent from work as a result of an employment injury continues to accumulate seniority within the meaning of the collective agreement that is applicable to him, an uninterrupted service within the meaning of the agreement and the Act respecting labour standards* (Chapter N-1.1). »

Back it up in writing

We have received a number of inquiries since the beginning of the school year concerning the «rule» which governs overtime. It is quite simple; if your superior ASKS you to begin or extend your workday outside your regular work hours, this is considered overtime and is compensated at time and a half. However, if your immediate superior tells you something like, « If you wish to participate in the parent teacher night, you are welcome to attend, » he is giving you the choice and it would not be considered as overtime. To make sure you are both on the same wave-length, just send him/her a short email in which you confirm that you understood that he/she is asking you to stay for the particular event. In addition, write in your email that if he/she doesn't reply, you will assume that he/she agrees with the fact that you have been asked to be present. You will then have documented proof that you are to be there.

New premium rates for our SSQ Insurance Plan as of January 2020

During our last General Assembly, the APPA members voted in favor of the new SSQ Insurance premium rates that will be effective as of January 1st, 2020. See over for the table that illustrates the difference costs associated to the different plans and options.

feesp. Benefits

Premium rates comparison for a 14-day period

			Rates as of March 31st 2019		Rates as of January 1st 2020	
			Without using the surplus	With surplus used	Without using the surplus	With surplus used
BASIC HEALTH CARE	Plan 1	▪ individual	37,83 $	32,83 $	39,19 $	33,16 $
		▪ single-parent	47,27 $	41,02 $	48,97 $	41,38 $
		▪ family	85,12 $	73,87 $	88,18 $	74,52 $
	Plan 2	▪ individual	54,04 $	49,04 $	55,99 $	49,96 $
		▪ single-parent	67,57 $	61,32 $	70,00 $	62,41 $
		▪ family	121,59 $	110,34 $	125,97 $	112,41 $
	Option 1	▪ individual	3,50 $	3,50 $	3,63 $	3,63 $
		▪ single-parent	4,38 $	4,38 $	4,54 $	4,54 $
		▪ family	7,88 $	7,88 $	8,16 $	8,16 $
	Option 2	▪ individual	11,66 $	11,66 $	12,08 $	12,08 $
		▪ single-parent	14,58 $	14,58 $	15,10 $	15,10 $
		▪ family	26,24 $	26,24 $	27,18 $	27,18 $

The amount disbursed to the member corresponds to the indicated rate **less** the employer's contribution (as per clause 5-3.25 of the collective agreement) **plus** the sales tax of 9%. The employer's contribution varies according to the post held by the employee: posts of 70% or more = full contribution of $2.80 for individual or $6.99 for the family & single parent plan; posts of less than 70% = half contribution for a total of $1.40 for the individual or $3.50 for the family & single-parent plan. That amount is taxable.

Using the surplus: In 2020 there will be a $6.03 premium exemption per 14 days for an individual protection, a $7.59 for a single-parent protection and a $13.56 for a family protection. This use is justified by obtaining the additional amount of $3.1 millions from the employer during the last negotiation of the collective agreement.

		March 2019	January 2020
Life Insurance	❖ Participant's Basic Life Insurance *(following application of subsidy 0,01 $)*	0,105 $/1 000 $	0,105 $/1 000 $
	❖ dependents		
	▪ single-parent	0,14 $	0,14 $
	▪ family	0,42 $	0,42 $
	❖ accidental death & dismembement	0,015 $/1 000 $	0,015 $/1 000 $
Disability Insurance	❖ Long term	1,315 % of gross salary	1,407 % of gross salary
Dental Care	▪ individual	15,66 $	15,66 $
	▪ single-parent	22,24 $	22,24 $
	▪ family	41,96 $	41,96 $