

Welcome to the 2019-2022 APPA-EMSB union council members



During the General Assembly held on November 7th, 2019, the APPA-EMSB members elected their union council for the next three years. Before presenting their names, we would like to thank Ms. Nadia Audet and Ms. Evelyn Guitta for their contribution to our union for the past several years. Their input and hard work has permitted us to move ahead on many different dossiers.

We wish to congratulate all who will be either continuing as union council members or have been elected for the first time. We are looking forward to working with the new team.

The new APPA-EMSB union council members will be represented by APPA-EMSB members in each one of our three work sectors:

Daycare Sector: Pina Santino (2nd from left) & Eva Liane Tubio (4th from left);

Special Education Sector: Robert Plunkett (1st from left) & Todd Roberts (3rd from left); and

General Sector: Andrea Di Tomaso (9th from left) & Kimberly Watson (5th from left).

The others in the picture are the representants of the APPA-CSDM union council.

Possible presence of lead in EMSB school's drinking water

Testing will begin soon to evaluate the lead level in the drinking water of the EMSB's schools. Priority will be given to buildings built before 1981 and elementary schools. It should be completed by June 23, 2020.

The School Board recommends that signs be placed in every school or center to remind everyone to let the water run for at least one minute before drinking from a fountain or five minutes for a sink. In addition, water from washrooms and cloakrooms/locker rooms should only be used for the washing of hands.



English Montreal School Board under Trusteeship

A report intitled, «*Enquête sur la gouvernance et l'administration de la Commission scolaire English-Montreal*» was deposited, on November 7th, 2019, by an inquiry team composed of members from the Ministry and the Secrétariat du conseil du Trésor. Their findings, on the governance and administration of our School Board, were such that they recommended 3 different options to deal with the current problems at the EMSB. The recommendation that was finally retained is that the EMSB be put under partial trusteeship for an initial period of 6 months, period that could be extended by another 6 months if it is required. The Secrétariat du Conseil du Trésor and the Ministry decided to place the EMSB under partial and not complete trusteeship so its



Council of Commissioners could continue their legal procedures as to Bill 21 and Section 23 of the Canadian Charter of Rights and Freedoms. Ms. Marlene Jennings has been named to oversee the trusteeship period at the EMSB.

Although the inquiry team were very critical of the EMSB governance and administration, it concluded its report by congratulating the employees who work on a daily basis in all of our school. Indeed, their comments are worth repeating:

« En conclusion, même si de nombreux défis attendent la haute direction de la CSEM, il est essentiel de se rappeler qu'il serait réductible de résumer le travail des 5000 employés de la commission scolaire, qui travaillent chaque jour au succès des élèves, à la performance de son conseil des commissaires.

Le travail de l'ensemble du personnel enseignant et du personnel de soutien de la CSEM a été entaché par l'attention médiatique générée par les problèmes de gouvernance et la conduite du conseil des commissaires. Les excellents résultats obtenus par les élèves de la CSEM aux épreuves ministérielles témoignent de la qualité du travail réalisé par les intervenants de première ligne en contact avec les élèves du primaire et du secondaire».

It is nice to be finally recognized for all the hard work we are doing and how valuable our daily input contributes to the success of each and every student in the EMSB.

So, «What will trusteeship mean for our members? » It is a difficult question to answer at this time as we have yet to be consulted or informed by either the Board or the trusteeship. Rest assured, we are keeping a very close eye on the situation and will ensure that your best interest and our collective agreement are always respected and taken into account. As more information is made available, we will communicate it with you.

Major school change

The APPA is currently being consulted in the Major School Change dossier in an effort to evaluate how best to organize and consolidate its school populations and buildings. The schools that have identified are:

- Dante
- General Vanier
- Honoré Mercier
- Pierre de Coubertin
- Gerald McShane
- John Paul I
- Laurier Macdonald High School
- Lester B. Pearson High school
- Our Lady of Pompei
- St. Dorothy

As such, the APPA is proposing that a meeting be held with the APPA members (administrative staff, daycare and special education, etc..) in effort to hear your concerns and feedback on this topic. Should members wish to hold a meeting we invite you to contact Linda Tavolaro at the APPA (514-254-3503 x 205) (ltavolaro@appa.gc.ca) to set up a time that is convenient. This meeting is to take place during time that you are *not* scheduled to work. Given that it might be difficult to find a time that we can meet altogether we would like to propose that this be done **at the school within two shifts** to allow all members to voice their opinion or we may also select an **evening that can be held at the APPA** office (3340 boul. de l'Assomption) for all members to be present at the same time. Please note that the deadline for APPA to submit a brief to EMSB is December 16th, 2019, as such we would require that if a meeting is requested that it take place **no later than December 6th, 2019.**

We hope to hear from you soon.

School Sector negotiations have officially begun

On October 30th, 2019, the School Sector officially presented its list of demands to the government for the next round of negotiations. These demands represent the cumulative results of the consultation process that took place, during various General Assemblies, in each one of the 37 unions (35 francophone unions + 2 anglophone unions) which compose the CSN's School Sector.

The School Sector presented a program in which their demands were regrouped into seven major target areas:

1. Overwork;
2. Job insecurity;
3. Working conditions;
4. Employee recognition;
5. Employee movement;
6. Salary and group insurance; and
7. Defence of rights and representation.

APPA Delegate Elections

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. The presence of a delegate or liaison agent is especially important this year given that we are currently in negotiations.



Members' Input



If you have an idea for an article that could be of interest to our readers, please contact Paul at 514-254-3503 Ext. 204 or at probichaud@appa.qc.ca.

Working on Pedagogical Days- Special Education Sector

When you work on a Pedagogical day, you are expected to work your regular working hours/schedule. As well, you may be needed to work in the daycare for special needs students who require services. However, you are not to be assigned a group or counted within the daycare ratio and would only be responsible for the special needs' students. Furthermore, if you are required to work before or after your regular working schedule, your immediate superior may ask you to do so and this time would be compensated as overtime (time and a half). It is strongly suggested that this be documented and confirmed by email. More and more we are being asked to work in the daycare services. The good side of this is that it creates hours, however, it seems that the Board has not put in place a structured system as to how it is being applied. Another question we often are asked is parent teacher interviews. Again, if you are obligated to attend the time you work over and above your regular working schedule is to be considered overtime and compensated at time and a half. Please ensure to have a conversation with your Principal to determine if you are obligated to attend or if the choice is voluntary. If voluntary, compensation time would be awarded. The APPA intends to begin discussion with the EMSB to resolve this issue. We will keep you posted on this topic.

A shout out to every Daycare Technician: Survey concerning coded students in daycare services

The union had been advised that there might be some irregularities in the continuance of services given to coded students that attend Daycare Services. Indeed, we have been told that, in some instances, some coded students that receive support from either an Attendant for Handicap Students or a Special Education Technician during regular school hours **do not** receive the same report when the child is present in the school's Daycare Service. We have also been informed there are instances in which a support staff is assigned to a given coded student or students, he/she is asked to take care of another child that has behavioral problems but that was not coded. In either scenario, it is obvious these situations have to be looked into and to be addressed. If the daycare services is not receiving the proper amount of support, their workers are placed in precarious working conditions and the students are not receiving the proper support.

In order to be able to analyse this situation properly, we request that each and every Daycare Technician fill out the following form and send it back to probichaud@appa.qc.ca

We cannot help you find a solution to these types of inequities if we are unaware of the situation.

School:		Technician
1 st situation: Coded student that receives support in class but not in daycare service		
Code	Number of students	Reason given for no support
2 nd situation: Support staff not working with coded student but other non-coded student that needs attention		

Signature: _____