

Buckle up, this year promises to be fast and furious?

Before anything else, we would first like to welcome everyone back and to extend a great big «Bienvenue» to all new members who have joined the APPA over the summer holidays. Although we realize that many of you are not quite out of your vacation mode yet, we would like to give you a heads up for what is to be expected in the upcoming year.

The 2019-2020 school year will be marked by two major events: 1) Premier François Legault is going forward with his electoral promise to disband Quebec's School Boards and 2) the provincial Public Sector workers will begin to negotiate their collective agreements since their present one will be coming to term at the end of March 2020.



Minister Legault has indicated that his government will be replacing school boards with regional service centres this fall. In order to do so, he said he will be

proposing a legal Bill for consultation by the end of September and he hopes to have it adopted before the end of the upcoming Quebec's National Assembly session. If this happens, we are still unsure of what impact it will have on the upcoming negotiations for our next collective agreement.

The English School Boards of the province have promised to contest the structural changes proposed by Mr. Legault's Coalition Avenir Québec (CAQ). Indeed, the Western Québec School Board chair James Shea has declared that the CAQ government will have a constitutional battle in their hands if it proceeds to abolish the elected boards.



The EMSB commissioners' chairperson, Ms. Angela Mancini, has echoed that the EMSB will also take a stance to protect it's right under Section 23 of the Canadian Charter of Rights and Freedoms in the Constitution of Canada.

We are still unsure as to how this will all play out, but one thing is for certain, it will have an impact on our upcoming negotiations.

In order to have **your say** in our next round of negotiations, all APPA-EMSB members are invited to attend a very important meeting. During this General Assembly, all retained demands from both the school sector (work conditions demands) and central table (monetary demands) will be presented to you. This venue is your opportunity to express your concerns and make your recommendations. These points will be noted and taken into consideration when we, the APPA-EMSB executive/union council, will be attending the negotiating meetings in the fall and in the spring. We will not be able to convey your different points of view, if you have not given them to us.

**General Assembly to be held on
Wednesday, September 11th, 2019
at 19:00**

**APPA Office
3340 boul. de l'Assomption, suite 200
Montréal (Québec)**



**Metro Assomption
A light supper will be served at 18:00.**

National Support Staff Day at the Chinese Garden of Lights



Once again, the APPA is pleased to offer to its members a night to remember. This year the event will start at 17:00 o'clock on Thursday, September 26th at:

**Montreal's Botanical Garden.
4101, rue Sherbrooke East
Montreal, Quebec**



Metro Pie-IX

N.B.: Members will receive their free entry ticket by registering at the APPA tent. All members must either show their APPA union card or a valid provincial ID card in order to register.

«Inspired by the ancient Chinese tradition, this fall event has been enchanting us since its creation. Glittering lanterns of various shapes illuminate the Chinese Garden and the eyes of thousands of visitors who come to enjoy the magical spectacle.

Artisans in the Shanghai region make each lantern by hand, following the technical drawings designed here, in Montréal... This year, the lanterns evoke the founding myths of this millennia-old civilization. The legend of Pangu tells how, before the world formed,

the universe was like a giant egg combining the Earth and the Sky. You're sure to be charmed by this imaginary cosmos inhabited by unusual creatures and a bestiary illustrating the origins of the Chinese people and the nature and beings that surround them.

This autumn event sets the three cultural gardens at the Botanical Garden all aglow. While the Chinese Garden displays its traditional lanterns and shares with you a fabulous tale, the Japanese Garden leads you along a meditative illuminated path inspired by the seasons, and the First Nations Garden features an intense multimedia experience that lets you feel the beating heart of the Cycle of Life.» Source : <https://www.mtl.org/en/what-to-do/festivals-and-events/gardens-light>

Welcome to Kim Watson

As of September 3rd, 2019, Ms. Watson will be joining the APPA team as its Mobilisation Officer for the upcoming negotiations of our new collective agreement. She will be a great addition to our group. We wish her all the best. In her new role, she will be: recruiting people to become either your school/center's delegate or liaison officer for the 2019-2020 school year;

- heading meetings with these elected representatives;
- answering questions from our members concerning the negotiations;
- dispatching information concerning the on-going progress of the negotiations to all our members; and finally,
- coordinating the APPA's participation in all types of public demonstrations.

You can reach Kim at 514-254-3503 Ext: 217

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.



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Did you get your step advancement and pay raise as of July 1st, 2019?

Salary relativity kicked in as of April 2nd, 2019. If you were not at the top step of your class of employment on April 2nd, you might have been eligible for another step advancement and salary increase as of July 1st, 2019. In order to see if you were supposed to get a step advancement, check the following table: a) identify in column 1 which month you started to work at the EMSB and then b) check where the (X) appears on the corresponding line. If its in the July column, you should have received another step advancement and pay raise. If you didn't please contact either Linda or Paul at 514-254-3503.

Month when you started to work	Step advancement July 1 st of each year	Step advancement January 1 st of each year
January		X
February		X
March		X
April		X
May	X	
June	X	
July	X	
August	X	
September		X
October		X
November	X	
December	X	

APPA Delegate Elections

It's a new school year and with the new year, comes the APPA's Delegate elections. Each year, each workplace must elect a union delegate. 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.

Lunch Hours & Breaks

Lunch: Employees often want to know what the collective agreement says about the lunch hour. In fact, there is nothing in the collective agreement that defines the length of time that should be set aside for a lunch break. However, the Quebec Labour Standards (la Commission des normes du travail) stipulates that an employee is entitled to an unpaid half-hour lunch period after five consecutive hours of work. Furthermore, an employee cannot choose to not take a lunch period and shorten his or her work schedule.



Breaks: An employee is entitled to fifteen (15) minutes of paid rest per half-day of work, taken midway through the period.



For the purposes of the application of the preceding paragraph, an employee is entitled, as the case may be, to:

- One (1) fifteen (15) minutes paid rest period per work period lasting three (3) hours or more;
- Two (2) fifteen (15) minutes paid rest periods for each work period exceeding six (6) hours;
- One (1) additional fifteen (15) minutes paid rest period per period of work of more than three (3) hours extending beyond seven (7) hours, but only if it has been decided that the employee will work a minimum of three (3) additional hours. In such a case, the rest can be taken at the beginning of the work period.



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