

How Far Have We Come?

(by Andrea Di Tomaso, Status of Women Committee Member)

Working class women have continuously fought for higher wages and better working conditions. We have come a long way from the limitations on women's jobs of the 19th century, but how far have we really come?

In the 1970's women organized to demand equality in wages and working conditions and to increase their status in Canadian society. Women joined unions in greater numbers and gained considerable ground in forming laws prohibiting discrimination, sexual harassment, equal pay for equal work, maternity leave and benefits.

By the 1990's, over 60% of families had both spouses employed while women earned approximately 31% of the household income. With the high cost of child care, approximately 60% of single-mothers lived below the poverty line.

Since the turn of the century, women have surpassed men in terms of education (making up over 60% of university graduates). Despite this, women still make 74 cents to every dollar that men earn and on average put in more hours than men in housework, child and elderly care.

As the government continues to cut back on services such as care for the disabled and elderly, high-paying jobs for women start disappearing, as women re-assume their traditional caregiving roles.

What's next? We must continue fighting for equality, not only to eliminate the wage gap, but to turn how society views gender roles on its head.

A brief look at gender, occupation and salary at the EMSB

As public-sector workers, our union has continuously fought for pay equity. This hard work resulted in an increase of salary for most classifications in 2006 (retroactively to 2001), and again in 2011 for Office Agents Class II, Student Supervisors and Attendants for Handicapped Students. This has bumped up our hourly rates closer to similar occupations across the public sector, benefitting EMSB employees of all genders, but is it good enough?

Research into the APPA collective agreements from 2005 to 2020 finds some interesting revelations about gender, job type and salary.

As of 2015, women make up 89 % of all APPA employees at the EMSB. It is well known that there has always been a much greater number of women than men. However, men hold a larger variety of jobs than women and occupy most of the highest paying classifications such as Data Processing

Technician Principal Class and Building Technician.

Although women are not discouraged from obtaining these higher-paying jobs, these classifications are highly specialized, requiring a CEGEP diploma in their related fields. Historically, fewer women than men have pursued these career paths, but as more young women earn diplomas in technology and construction, we hope to see a more balance in these positions in the future. This is already occurring in other technical and paratechnical classifications such as Data Processing Technician and Data Processing Operator.

Why is it then, do some occupations have a higher salary than others requiring the same amount of education and/or experience? Studies suggest the reason for this discrepancy is that society values traditionally male occupations over traditionally female occupations.

On the other hand, there are almost no men working in support positions, such as Secretary, Daycare Educator or Office Agent. As traditionally female, these are typically lower paid classifications even though they are evolving to become increasingly more complex. In other industries, the number of men applying for secretarial positions has increased, however, we have not yet seen an increase in male support staff positions at the EMSB in 10 years.

The question is, why? Are men reluctant to apply to a traditionally female occupation? Is there a stigma towards men working with young children? Do they fear being negatively labeled as a result? Are men being discriminated against during the hiring process?

These obstacles are preventing gender balance within our union, which in turn, possibly prevents true pay equity as well.

The solution? Think out of the box. Acknowledge that both men and women are equally capable of working in any classification. Abandon the traditional model of male and female occupations. Value the individual's skill set and promote gender diversity across all job classifications.

For more information, numbers and graphics, visit our website at www.appa.qc.ca in the "What's New?" section.

feminists
until
things
change !

Convocation to a meeting with your School or Center's Administrators

(By Paul Robichaud, APPA Union Council Member)

It would seem like many staff rooms and hallways have been buzzing lately because we have received numerous telephone calls from our members. The conversation usually starts like this, "My colleagues and I were talking about(...)" "We were not sure if we had to (...) or had a right to (...)". Although we are glad to answer your questions by phone, we would really like to be able to go to your worksite or elsewhere and have the possibility to have a face to face meeting with your group in order to discuss your concerns. By doing so, each and every one of you will have a chance to ask your questions and you will all receive the information at the same time. This meeting can be organised for a specific group of workers (i.e.: Day Care Employees) or as a general forum for all APPA members at a specific work place.

How can you make this happen? In fact it is quite easy, you just have to fill out the form found on our website at www.appa.qc.ca. In the menu at the top, look for "Work Place Visit Request". Linda Tavoraro will receive your submitted form. Once we receive your request, we will be able to organize a date and a time for a visit (outside your working hours; example: before or after work shift, lunch hour etc.) at your work or any other place that is convenient for your group.

We are looking forward to meeting you!



Hear Ye! Hear Ye! to you, the youth...our future!

Let's stand together for the future of the APPA!

The time is now to take our place and shake things up! Looking ahead and seeing that we have no time to waste. Knowing our rights and taking flight using our own wings !

We are more than a committee: we are a team, "The Relief Team". A team built with thunder and lightning, who is both devoted and dynamic. It is composed of 6 members of the APPA-CSDM, (for now, as we are trying to solicit some "young whippersnapper" from the EMSB). At the moment, the composition is as follows:

- Michel Picard (president APPA-CSDM & EMSB)
- Catheryne Thiffault, committee leader and daycare educator at Saint-Justin School – CSDM
- Séraphin Alliance, special education technician at Irénée-Lussier Annexe – CSDM
- Stéphanie Mainville-Laurin, daycare educator at Saint-Justin School – CSDM
- Catherine Paquette-Couillard, daycare educator at Saint-Justin School – CSDM
- Delphine Vanhalle, special education technician at the CSDM.

One of our first missions will be to inform newly hired, young members on union issues and challenges, as well as to inform them about this newly-created "team".

So, be on the lookout, as more information will be coming down the pipe! Make it a habit of visiting our web page at <http://www.appa.qc.ca> to find information which concerns you. You will also find, in the near future, a section devoted to the 35 and under set!

We take this time to put it out there that a 35 or under member of the EMSB is more than welcome (even urged) to join this committee.....it's not too late !

By the way, we are in search of a logo which will make an impact, for our new committee . Not to say, it's a pretty nice incentive, a \$100 prize will be awarded to the future 35 or under winner of the logo contest!

So sharpen your pencils, take out your paint brushes or whatever artist's tool you need and get creative !!

Thank you for your participation !

Transco Bus Strike - Payment of hours for EMSB employees

On January 30 and 31, 2018 the bus drivers of Transco exercised their right to strike and consequently the EMSB decided to offer daycare services to parents of students affected by this strike. As a result, some APPA members were asked to work extra hours on these two days to supervise students. When the APPA was notified we asked "how will the employees be paid/compensated". We were informed that it was on a voluntary basis and that it would be straight time. We are in disagreement with this method

of payment as we interpret that clause 8-3.00 of our specific conditions indicate that payment or compensation time is at a rate of 1.5X. As such, we are requesting that members who were paid at straight time for these extra hours contact the union office so that we can look into this matter. Please call Linda at 514-254-3503 x 205 or email at ltavolaro@appa.qc.ca.



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