

General Assembly - November 29

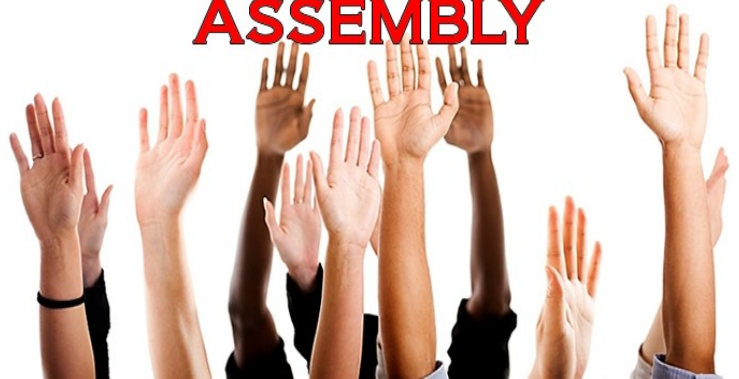
It is time to open your agenda and to enter the date for our next APPA General Assembly which will be held Wednesday, November 29 in the evening. The precise time and place will be announced via a flyer that will be sent to all schools/centers in the near future. As always a light meal will be served before the meeting.

Your participation is important since the following topics will be discussed and voted on:

- SSQ Insurance Program
- APPA Constitution

Remember, by choosing not to attend, you are giving your power to be part of the decision making process to someone else, who may or may not share your point of view.

GENERAL ASSEMBLY



How to Handle a Rumor in the workplace: Socrates' Test of Three

Keep this philosophy in mind the next time you either hear or are about to repeat a rumor.

In ancient Greece (469 - 399 BC), Socrates was widely lauded for his wisdom. One day the great philosopher came upon an acquaintance that ran up to him excitedly and said, "Socrates, do you know what I just heard about one of your students?"

"Wait a moment," Socrates replied. "Before you tell me, I'd like you to pass a little test. It's called the Test of Three."

"Three?"

"That's right, Socrates continued. "Before you talk to me about my student, let's take a moment to test what you're going to say. The first test is Truth. Have you made absolutely sure that what you are about to tell me is true?"

"No," the man said, "actually I just heard about it."

"All right," said Socrates. "So you don't really know if it's True or not."

"Now let's try the second test, the test of Goodness. Is what you are about to tell me about my student something good?"

"No, on the contrary..."

"So," Socrates continued, "you want to tell me something bad about him even though you're not certain it's true?"

The man shrugged, a little embarrassed.

Socrates continued. "You may still pass though, because there is a third test - the filter of Usefulness. Is what you want to tell me about my student going to be useful to me?"

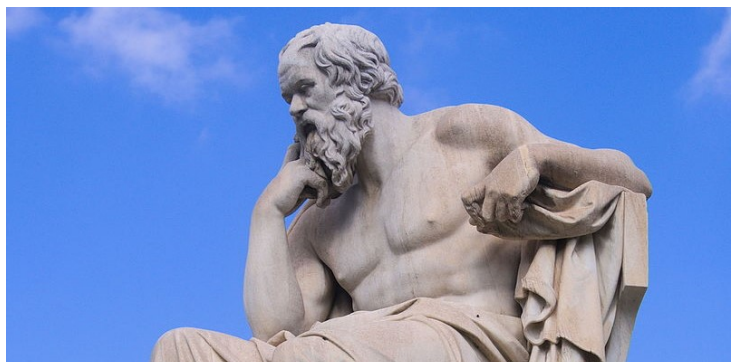
"No, not really..."

"Well," concluded Socrates, "if what you want to tell me is neither True nor Good nor even Useful, why tell it to me at all?"

The man was defeated and ashamed. This was the reason Socrates was a great philosopher and held in such high esteem.

Of course, it also may explain why Socrates never found out that Plato was cavorting with his wife ;)

Source: <http://sixwise.com/>



Human Resources and Testing

In recent years, Human Resources has requested that employees, who wish to apply for certain postings, undergo a or a series of specific test(s) to see if they have the general knowledge/competencies required to assume the specific demands associated with a particular job. If you have been put into this position and have failed the test(s), you can write to Human Resources and request to review the test(s) in question. By doing so, you will get feedback, on what points you already master and what areas you will have to work on in the future in order to pass the test the next time around. By informing yourself, you are taking control of the situation and will be able to take the proper steps to improve yourself.

If you need specific training to master certain skills, you can request funding from the Professional Improvement Committee (PIC) in order to pay for a course. All pertinent information concerning funding can be found at the EMSB APPA website at: www.appa.qc.ca. Just click on the EMSB logo on the general APPA web page and it will redirect you to the EMSB APPA page. Once there, click on the documentation tab and drag your cursor downward until you are on the Professional Improvement Committee tab. It will activate two other tabs: PIC Booklet and Request for Reimbursement. By opening these you will have access to all documents you will need to know about and to apply for PIC Funding.

Bill 92 – A change in practice for pharmacists

As of September 15, 2017, pharmacists have to be more transparent when it comes to the cost associated with your prescriptions. Presently, pharmacists are only required to indicate a single global amount for the cost of your prescription. The new law will oblige pharmacists to indicate the:

- cost of the medication;
- amount charged for the pharmacist's professional fees; and
- retailer's profit margin.

Armed with this more precise information, you will be in a better position to compare the different amounts charged by the various pharmacists in your area and evaluate which one is giving you the best price for the same product.

APPA: We've got your back!

Newly Created Combined Posts for Attendants for Handicap Pupils and Special Education Technicians: What you need to know!

In recent weeks, we have received many different questions concerning the newly created combined post in the Special Education Sector. These posts cover both classroom and daycare assignments for the 2017-2018 school year. Here are the answers to two of the most commonly asked questions by our members.

Question 1: If I'm sick or choose to take a personal business day, who do I contact?

The answer is quite simple, you must advise your school or centre by calling in, as early as possible, to its secretary. Although you are assigned to two different assignments in your job, these are just one and the same posting. As such, you do not have to call in to both the school secretary and the daycare technician to report your absence. In addition, your absence is not counted separately for school and daycare even though they come out of different budgets. A day absent for either sickness or personal business is simply counted globally as one day absent for the specific number of hours you work in both areas of your job on that given day.

If you have any problem with this issue, please contact either Debbie or Paul at the APPA office.

Question 2: Who is my boss while I am working in Daycare? While working in Daycare services, the daycare technician will give you the tasks you are to do with the coded student (s) to which you have been assigned. This being said, you are not there to create materials or activities, your role is to support the student(s), in your care, so they may participate in the daycare's daily activities. You are not to have a group on your own or be assigned to students that are not coded, unless they are interacting directly with your charge. If you feel that we are BEING ASKED to do things which are not part of your job, please discuss the matter with the principal, since she/he is your IMMEDIATE SUPERIOR for both the classroom or daycare environments.

Compensation Days

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.



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Find us online at www.appa.qc.ca

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